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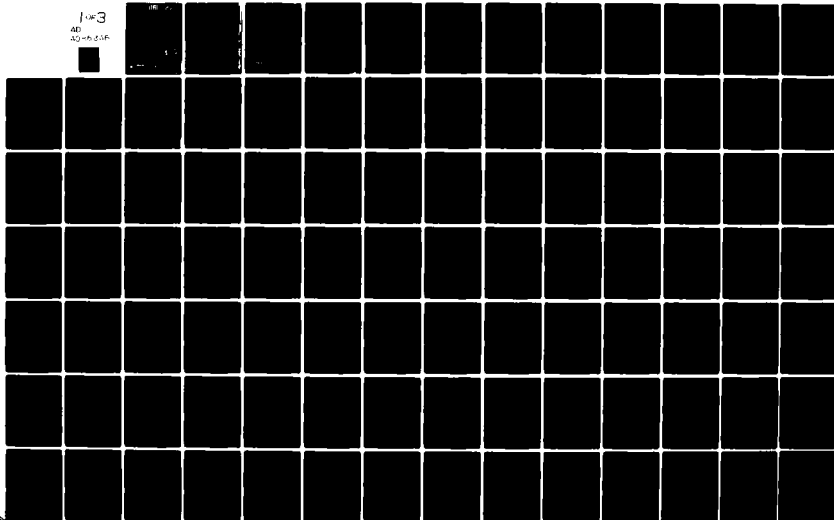
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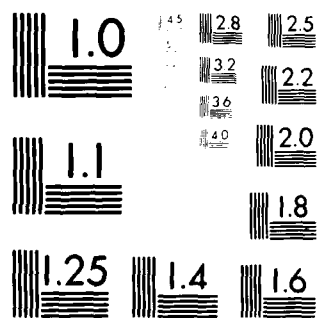
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1978 DOD SURVEY OF OFFICERS AND ENLISTED
PERSONNEL: SURVEY DESIGN AND ADMINISTRATIVE
PROCEDURES

Zahava D. Doering, David M. Grissmer,
Jennifer A. Hawes, William P. Huxler

April 1980

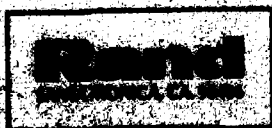
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OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE/
MANPOWER, RESERVE AFFAIRS AND LOGISTICS

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PROCEDURES (1978).

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Zahava D. / Doering, David W. / Grissmer
Jennifer A. / Hawes, William P. / Hutzler

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N-1458-MRAL 1978 DoD Survey of Officers and Enlisted Personnel: Survey Design and Administrative Procedures. Z. D. Doering, D. W. Grissner, J. A. Hawes, W. P. Hutzler. April 1980.

As a part of the work of the Rand-DoD Survey Group, a component of Rand's Manpower, Mobilization and Readiness Program, the 1978 DoD Survey of Officers and Enlisted Personnel was administered in late January 1979 to a world-wide sample of over 93,000 officers and enlisted personnel in the Army, Navy, Air Force, and Marine Corps. This note provides an overview of the survey design together with a description of the administrative procedures. Sections are included which describe the questionnaire development process, the contents of the questionnaires, the model developed for the survey administration and the operational organization of the survey. The sample is outlined, together with aspects of sample selection. Copies of the questionnaires, administrative procedures and all related letters and materials are appended. 195 pp. (Author)

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PREFACE

This note was prepared as part of Rand's Manpower, Mobilization and Readiness Program, sponsored by the Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics)--OASD (MRA&L). This study was conducted under Task Orders 79-V-1 and 80-V-1, Survey Research.

→ This study program seeks to develop broad strategies and specific solutions for dealing with present and future defense manpower problems. These goals require new methodologies for examining broad classes of manpower problems as well as specific problem-oriented research. In addition to analyzing current and future manpower issues, it is hoped that this study program will contribute to a better general understanding of the manpower problems confronting the the Department of Defense.

A key component of the program is the development of DoD-wide data bases that can support the policy research and analysis necessary for dealing with present and future defense manpower problems. Such data should include information about the behavior, experiences, attitudes, preferences, and intentions of military personnel. Particularly if collected on a periodic basis, these data would be helpful in assessing the response of military personnel to past or current policy changes and could be used to identify future areas for policy action.

This note provides an overview of the design together with a description of the field procedures for one of the major data bases created in this program, namely, data collected in the 1978 DoD Survey of Officers and Enlisted Personnel.

SUMMARY

The 1978 DoD Survey of Officers and Enlisted Personnel provides the Office of the Secretary of Defense (OSD) and the military Services with data for use in Active Force policy and research. It is the only survey that is administered to personnel in all Services and from which valid statistical inferences can be drawn concerning the entire active military population. The Department of Defense has administered this type of survey at approximately two-year intervals since 1969.

The survey was designed as an umbrella to encompass two types of data collection efforts. The first involves the collection of data that can become useful only if collected repeatedly. These data can provide indicators of the changing characteristics and orientations of the men and women in the Armed Forces and can monitor, at the individual level, the long term effects of military personnel policies in areas where policy formulation and budget review are the responsibility of OSD and the Services (housing, medical care, benefits, etc.). These data would be collected in an identical form in subsequent DoD-wide personnel surveys.

The second type of data collection is a single time analysis to support the evaluation of specific policies, options, or research issues (e.g., rotation policies, compensation). Time history data are not required for these efforts. Hence, the issues addressed in this portion of the survey will change over time. In designing the survey, we assumed that similar data collection will take place at regular intervals.

Because of the multipurpose nature of the survey and the large number of questions, the survey was designed to be administered in four questionnaire variants, two for enlisted personnel and two for officers. The "economic and labor force" questionnaires provide comprehensive information on military family income as well as insight into the decisionmaking process of military personnel. The areas of military compensation, military family income, labor force participation of household members, and their relationship to the reenlistment decisions of Service personnel were assessed to be sufficiently important to warrant complete coverage on one version of the survey.

The second version of the survey is more of an amalgam dealing with various aspects of the quality of life in the military. In addition, it contains items dealing with specific policy issues of interest to OSD and the Services. The data collected will not only support analyses in the areas of rotation policies, equal opportunity, and assessment of personnel morale, but will include previously unavailable statistics such as the family military history of officers and enlisted personnel.

Each of the four questionnaires was extensively pretested in each of the four Services. The final versions are included in the appendix.

As in all previous DoD-wide surveys, the basic stratification variable for the 1978 DoD Survey is Service. Within each Service, the enlisted samples have been stratified by years of service and the officer samples by grade and sex. Finally, we selected supplemental samples of enlisted women and blacks to allow for special analyses. We stratified the officer samples by grade and selected supplemental samples of women.

The sample design required a total DoD-wide sample size of 54,500 completed and usable questionnaires, 500 of them for all sample cells, except in two cases. The design for Form 1 requires 1,000 completed and usable questionnaires from respondents who are within one year of completing their enlistment term (ETS) and who have had less than five years of service; and 1,000 completed and usable questionnaires from respondents who are within one year of ETS and who have had between five and eight years of service. In addition, supplemental samples of enlisted women and blacks were required to produce a total of 500 usable questionnaires from each Service for each of these groups.

The technical coordination for this survey has been the responsibility of the Rand-DoD Survey Group, a component of Rand's Manpower, Mobilization and Readiness Program. Within MRA&L, this group reports to and works with the Defense Manpower Data Center (DMDC). For this study, it was essential to establish an interface with each of the Services, through an identified primary point-of-contact (PPOC). In response to a MRA&L request, PPOCs were named in each Service in the early planning stages of this survey.

As a DoD agency, DMDC has the authority to maintain and use individual personnel records, to request records from the Services, and to obtain information from persons in the sample. Although Rand designed the questionnaires, the sample, and detailed administrative procedures, DMDC was responsible for the sampling activities, transfer of information to a survey contractor, and handling of returned questionnaires before processing.

Detailed instructions for selecting samples of enlisted and officer personnel to participate in the survey were coordinated through PPOCs and were reviewed with the appropriate data processing staffs.

The actual data collection was the responsibility of Service-specific administrative units, coordinated by the PPOC. To insure inter-Service comparability of procedures, the Rand-DoD Survey Group reviewed and coordinated all instructions, notices, and letters to both sample members and administrative units.

In the Army, Personnel Survey Control Officers (PSCOs) were responsible for survey administration. The PPOC was the Survey Branch, Army Military Personnel Center (DAPC-MSF-S).

Currently, the Department of the Navy does not have a general survey capability for either the Navy or the Marine Corps; consequently, we made special arrangements for both of them. In the Navy, the Commanding Officers of each unit containing sampled individuals administered the 1978 DoD Survey. The PPOC designated by the Navy is the Research, Development and Studies Branch, Office of the Chief of Naval Operations (OP-102). In the Marine Corps, all Marine Corps Commands (MCCs) containing sampled individuals administered the surveys. The PPOC designated for the Marine Corps was the Manpower Management Information Systems Branch (MC-MMI) in the Manpower Plans and Policy Division of Marine Corps Headquarters.

In the Air Force, the Consolidated Base Personnel Offices (CBPOs) are responsible for survey administration, and the PPOC was the Survey Branch, Air Force Military Personnel Center (AFMPC-YPS).

The different organizational structures within the Services, combined with different operational requirements and population dispersion, precluded strict uniformity in the procedures used for data collection. However, the basic approach was the same in all instances. The operational requirements for the administrative units are summarized below:

- o Materials were mailed to designated administrative units who acknowledged their receipt in a postcard mailed to DMDC.
- o The administrative units were responsible for distributing questionnaire packets provided for each individual and ensuring that each respondent completed and returned it to the survey administrator in a sealed envelope for mailing to DMDC.
- o Each administrative unit was provided with rosters listing the individuals in their jurisdiction who were selected for participation. The administrative units were responsible for completing the roster indicating whether each person received and returned a questionnaire packet. For those who could not participate or who were not available, a reason was to be entered on the rosters.
- o The administrative units were responsible for returning all survey questionnaires and other materials to DMDC.

With the exception of respondents in the Army sample who were assigned to Army Europe and a small group of Army respondents in the United States, these were the basic procedures. In the case of these two groups of Army

respondents, the initial distribution of questionnaires, as well as a follow-up, were by direct mail to the individual.

In developing procedures for the 1978 DoD Survey, we identified several weaknesses in the DoD-wide Survey capabilities available to OSD. Although these problems were temporarily solved for this survey, they could be permanently solved as part of developing a professional survey program responsive to the needs of policymakers.

With the exception of the Air Force, the Services do not have routine capabilities for survey sample selection that can easily be interfaced with central personnel files. As a result, every request for a survey sample has to be treated as a "special case." The resulting time and cost inefficiencies are serious, especially if data collection is to be responsive to policy needs within a short time period.

The Department of the Navy should consider establishing a survey capability that would encompass both the Navy and the Marine Corps. The special problems created for surveys by the dispersion of personnel in the Navy could be systematically resolved with such a capability.

The Army should consider further refining the mappings developed for this survey between the Army's Military Personnel Center (MILPERCEN) records and PSCO jurisdictions and between unit identifiers and PSCO jurisdictions. The capability to select samples centrally and monitor survey administration would enhance its survey program. In addition, a review of present PSCO jurisdictions with an aim toward their modification may be appropriate, so that all Army enlisted personnel and officers can be reached by this network.

ACKNOWLEDGMENTS

The 1978 DoD Survey of Officers and Enlisted Personnel reflects the work, guidance, and dedication of many individuals in several organizations.

The authors would like to thank Kenneth C. Scheflen, Chief, Defense Manpower Data Center (DMDC) for his enthusiasm, patience, and lessons in administrative procedures. The efforts of DMDC staff members Elsie Elster, Helen Hagan, and Dick Wells in various aspects of data processing deserve note. Planning for the return of questionnaires was under the direction of Zietta Ferris, who was subsequently responsible for all document receipt and editing. The sampling plan described in this document was carried out through the efforts of Gwen O'Neill, also at DMDC. Without her care, patience, and humor the survey could not have been fielded on time.

Dennis Dillon of the Intran Corporation, the optical scanning contractor responsible for the mailout and initial processing, worked closely with the Rand team.

The following people helped us develop the procedures necessary to field the survey: Maj. Ray Newman and Donna Johnson, U.S. Army Military Personnel Center; LCDR Robert Holmes, U.S. Navy Bureau of Personnel; Maj. Daniel Kuhn, U.S. Marine Corps Manpower Management Information Systems Branch; Maj. Robert Rhame, Capt. Melvin Gambrell, Mr. George Germadnik, Jean Cruseturner, and TSgt. Gary Fox, U.S. Air Force Manpower Personnel Center.

The procedures developed for the Army, Air Force and Marine Corps had some precedents in other surveys, but those developed for the Navy were entirely new. Without the direct assistance of Mary Snively Dixon, Deputy Assistant Secretary of the Navy for Manpower, and Meryl Malehorn, Head, Research Development and Studies Branch (OP-102), carrying out the survey in the Navy would have been impossible.

OSD (MRA&L) Lt. Col. John D. Johnston, former Director, Research and Data, guided the work and, together with his staff, helped avert many a crisis along the way.

Many Rand colleagues contributed technical expertise and comments. Deborah Hensler, Michael Polich, and Roberta Smith provided substantive and procedural input. Jane Morse carried a major share of the responsibility for conducting the pretests and revising the questionnaires. Maureen David and Marie Sanchez, assisted by Debby Peetz, produced printer-ready questionnaires and all of the documents required for fielding the survey. The research benefited greatly from the contributions of David Chu and Richard V.L. Cooper.

This Note was reviewed by Deborah Hensler, whose comments, together with those of Jane Sachar, improved the exposition.

The authors are responsible for any remaining errors and omissions.

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I. INTRODUCTION

The 1978 DoD Survey of Officers and Enlisted Personnel is one of a series of interrelated data collection efforts of the Rand-DoD Survey Group, a component of Rand's Manpower, Mobilization and Readiness Program. One of the objectives of the Rand-DoD Survey Group is to examine and to provide policy sensitive information on the military life cycle. The military life cycle encompasses both reserve and active force enlistment decisions, career orientations, responses to policies that affect military members and their households, and decisions to leave the military.

This research group has designed and administered several military life cycle surveys. The 1979 DoD Survey of Personnel Entering Military Service was administered to enlistees at the Armed Forces Entrance Examination Stations (AFEES) immediately after they were sworn in. The 1978 DoD Survey of Officers and Enlisted Personnel focuses on the in-Service population--the men and women on active duty in all four Services. The 1979 Reserve Force Surveys were administered to a cross-section of enlisted personnel and officers in both the Army Reserve and the Army National Guard. Future surveys will include other military populations--e.g., reservists in the Navy or Air Force.

The purpose of the 1978 DoD Survey of Officers and Enlisted Personnel is to provide the Office of the Secretary of Defense (OSD) and the military Services with data that can be used for active force policy and research purposes. It is the only survey administered to personnel in all Services from which valid statistical inferences can be drawn concerning the entire active military population. This survey is administered infrequently;

previous surveys, designed by DoD personnel, were conducted in 1971, 1973, and 1976. Because it is the sole vehicle for collecting statistically representative data across Services, it draws interest from a wide variety of potential users. For example, in the design phases of the present survey, interest was expressed by researchers who planned to use the survey as the primary data collection effort for a major research issue (retention, retirement, promotion) as well as those seeking information about single items of interest in specific policy areas (health, readiness, race relations).

Because of the multipurpose nature of the survey and the large number of questions needed to fully address some of the topics covered, the survey was designed to be administered in four questionnaire variants, two for enlisted personnel and two for officers.

The survey has been designed as an umbrella to encompass two types of data collection. The first involves the collection of data that can become useful only if collected repeatedly. These data can provide indicators of the changing characteristics and orientations of the men and women in the Armed Forces. It can be used to monitor the long-term effects of military personnel policies in areas where policy formulation and budget review are the responsibility of OSD and the Services (housing, medical care, benefits, etc.). These data would be collected in an identical form in subsequent DoD-wide personnel surveys.

The second type of data collection is oriented toward a single time analysis to evaluate specific policies, options, or research issues (e.g., rotation policies and compensation). These efforts do not require time

history data, and the issues addressed in this portion of the survey will change over time. In designing the survey, we assumed that similar data collection will take place at regular intervals.

The data gathered in the 1978 DoD Survey will thus permit analyses that address issues of specific interest to policymakers and will provide a unique description of the men and women currently in the Armed Forces.

This note describes the survey design, the model developed for survey administration, and the specific procedures developed for the data collection. Because it was written at the start of fieldwork, modification in some procedures was both inevitable and desirable during the process. A summary of such changes and of the fieldwork experience is in preparation.

The survey was fielded in late January 1979 to a world-wide sample of approximately 93,000 men and women in all four Services. Because of the geographical dispersion of the sample and logistical considerations of administration, data collection was not completed until June 1979. Since then, questionnaires have been edited and converted to machine-readable files.

Section II describes the questionnaire development process and summarizes the contents of the questionnaires. Section III describes in detail the model developed for the survey administration and the operational organization of the survey. The sample is then outlined, together with several aspects of sample selection. Next, the major components of survey operations are presented: advance coordination, Service-specific field procedures and sample accountability. Section IV summarizes the pre-field administrative experience and identifies several

issues for further consideration by OSD and the Services. This note is one of a series that will provide the rationale, the overall design, and the documentation for the 1978 DoD Survey.

II. THE QUESTIONNAIRES

The questionnaire development process for major surveys can be described quite simply; actual execution, however, can become complex. After data requirements are identified, past data collection methods and formats for such data are reviewed. Questionnaires are then drafted, together with summaries of the intended use of the items. Substantive reviews are then conducted with analysts and clients, and pretests are conducted with representative samples of the population. After additional reviews and revisions, final questionnaires and summaries of analytic intent can be prepared.

IDENTIFICATION OF DATA REQUIREMENTS

The 1978 DoD Survey is part of a survey program sponsored by the Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics)--[OASD(MRA&L)]. As indicated above, it is an umbrella survey rather than one directed toward a specific problem or program. The interests of the users--both identified and potential--range across all aspects of personnel policies both at the OSD level and in the Services. Both MRA&L and the Services had the opportunity to participate in the identification of data requirements for the survey.*

In addition to individuals who wished to participate in data specification, Rand staff solicited input from staff members

*See memorandum from Richard Danzig, DASD (Program Development), Subject: Personnel Survey Activities, dated 25 April 1978, in Appendix A.

in MRA&L working on specific manpower policy issues. The list of potential variables generated was approximately five times the number included in the final questionnaires.

In the process of designing the instruments and reducing the proposed data requirements to a manageable quantity, three considerations were paramount. Variables were selected and items were designed so that the data collection would be comparable to existing civilian data bases to allow for military-civilian comparisons and comparable to past DoD efforts to permit comparative analyses. Finally, issues for study were selected to reflect broad concerns within the Department of Defense, rather than to focus on specific issues that were likely to be resolved before the data were collected. In addition, the sampling design required for studying some issues could not be accommodated--e.g., issues requiring significant numbers of respondents in one occupational specialty or at one location.

THE PRETESTS

After substantive reviews of draft items were completed, we prepared a questionnaire for pretesting. In this process, it became apparent that even the minimum analytic requirements could not be met in one questionnaire because it would have required several hours to complete. Therefore, it would be necessary to prepare two questionnaires containing items that addressed different issues. In addition, differences in terminology and experience between enlisted personnel and officers also suggested that each of the two questionnaires required two variants, one for each personnel type.

A pretest of all four variants of the 1978 DoD Survey was conducted

with officers and enlisted personnel from each of the four Services. The pretest sample included personnel from the Marines (Quantico, Va., 29 August 1978), the Air Force (Langley AFB, 30 August 1978), the Navy (Norfolk, Va., 3 August 1978), and the Army (Ft. Dix, N.J., 7 September 1978). At each installation the pretest was administered to two groups of about 15 officers and two groups of about 30 enlisted persons. A reasonable cross-section of pay grades, ethnic groups, and occupational specialities was represented in these sessions. In all, 16 two-hour sessions were conducted; each variant was pretested in each Service.

The format of all sessions was identical: First, the pretest questionnaires were administered following a brief introduction and second, a group discussion was conducted to obtain respondents' overall reactions to the survey and to collect specific comments and problems. In addition, between sessions and at the end of each day, less structured discussions were held with various military personnel.

In all the sessions, Rand survey administrators encountered extreme distrust of the uses of survey data and fear of potential changes in policy. Most military personnel are aware that current policies affecting their pay and benefits are under review. They perceive that change usually reduces benefits and increases their financial burden. Because they feel that these changes are inevitable and that survey data could be used as evidence of Service personnel's support for policy changes, the respondents' concern about a gradual erosion of military benefits produced a bias in their assessment of questions dealing with possible changes in benefits. They approached the pretest survey suspiciously.

The response orientation identified at the pretests had implications for final decisions made about the contents of the questionnaires as well as for the proposed data collection procedures. Specifically, the number of items asking respondents to assess a range of proposed changes in benefits was reduced, and most items that might be considered "threatening" were either modified or deleted. In addition, to allay suspicion about the uses of data and the legitimacy of survey sponsorship, it became imperative to obtain visible Service-specific support and to use Service channels for administration of the survey.

Substantively, the pretest identified the need to further shorten the questionnaires and to make major revisions in items pertaining to rotation policies and compensation issues. After appropriate revisions, several smaller pretests, with about 12 participants in each, were conducted in the Army, Navy, and Air Force.

QUESTIONNAIRE CONTENTS

A brief description of each variant of the survey is given below. Tables 1 and 2 list the variables measured by the survey items. Copies of the four questionnaires used in the survey are provided in Appendix B.

- o Form 1. 1978 DoD Survey of Enlisted Personnel, deals primarily with economic issues, civilian employment, orientation to different re-enlistment options, and retirement.
- o Form 2. 1978 DoD survey of Enlisted Personnel, deals primarily with specific personnel policies; e.g., rotation experience, promotion and the military's utilization of women.

- o Form 3. 1978 DoD Survey of Officers, is the same as Form 1; however, it is adapted for officers.
- o Form 4. 1978 DoD Survey of Officers, is the same as Form 2; however, it is adapted for officers.

Forms 1 and 3, the questionnaires dealing with family economics and labor force factors, provide comprehensive information on military family income and how military personnel make decisions regarding reenlistment, separation, and retirement. The data from this survey will support several types of analyses. For example,

- o Comparison of military and civilian incomes for equivalent age and education groups,
- o Analysis of projected career patterns under different retirement options,
- o Comparison of military home ownership data with corresponding civilian data, and
- o Analysis of projected reenlistment decisions with complete data on military income under various bonus alternatives and retirement options.

Military compensation, military family income, and labor force participation, and their relationship to the reenlistment decision were deemed sufficiently important to warrant complete coverage on one version of the survey.

Forms 2 and 4, which are more diverse than 1 and 3, deal with various aspects of the quality of life in the military. In addition, they contain

items dealing with a spectrum of policy issues of current interest to OSD and the Services. The data collected will support analysis in the areas of rotation policies, equal opportunity, assessment of personnel morale, and job characteristics and working hours; and it will also provide previously unavailable statistics on such topics as the family military history of officers and enlisted personnel.

Table 1

SUMMARY OF CONTENTS FOR FORMS 1 AND 3

I. CIVILIAN COMPARABLE

A. Demographic and Background

Sex, age, age at entry
 Residence at age 16
 Size of place of residence
 at age 16
 Racial or ethnic group
 Marital status at entry, current
 Length of marriage, age of spouse
 Education of spouse
 Education now, education at entry
 Number, location of dependents

B. Civilian Labor Force Experience

Hours of work, 1978 income
 Spouse work, 1978 income

C. Family Resources

1978 sources of income
 1978 total family income
 Estimated debts, resources

D. Current Housing

Type of housing, home ownership
 Rent, mortgage payments

C. Military Indices

Satisfaction with location
 Perception of desirability of
 next location
 Highest pay grade expected
 Future Guard/Reserve membership
 Probability of reenlistment
 Probability of reenlistment
 under different options
 (location, bonuses, etc.)
 Probability of promotion
 Possible separation reasons

D. Military Retirement System

Knowledge of present system
 Preference among possible
 alternatives

E. Military Training and Work
Experience

Entry/current primary Specialty/
 Designator/MOS/AFSC
 Duration of entry primary Specialty/
 Designator MOS/AFSC
 Hours or work

F. Civilian Job Search

Probability of finding a
 civilian job
 Expected income
 Expected type of job
 Probable location of job
 Comparison of military and
 civilian job characteristics

II. MILITARY SPECIFIC

A. Military Background

Service, pay grade
 Present location
 Years of service
 ETS or years of obligated Service
 remaining

B. Military Compensation and Benefits

Basic pay, BAS, BAQ, special pays
 Bonuses at entry/current
 Exchange/commissary expenditures
 Valuation of medical benefits/
 exchange and commissary privileges
 VEAP participation
 Unused leave days

Table 2
SUMMARY OF CONTENTS FOR FORMS 2 AND 4

I. CIVILIAN COMPARABLE

A. Demographic and Background

Sex, age, age at entry
 Residence at age 16
 Size of place of residence
 at age 16
 Residence of immediate family
 Racial or ethnic group
 Marital status at entry, current
 Length of marriage, age of spouse
 Education, education at entry
 Parental and spouse education
 Number, relationship, sex, age,
 location of dependents
 Total family income in 1978

Evaluation of selected
 characteristic of present (or
 last) overseas location
 Probability of extending tour of
 duty at different locations
 under different options (e.g.,
 bonus)
 Expected total years of service
 Highest pay grade expected
 Expected yearly civilian earnings
 Probability of reenlistment under
 different options
 Utilization of complaint/grievances
 channels

II. MILITARY SPECIFIC

A. Military Background

Service, pay grade
 Present location
 Years of service
 ETS or years of obligated
 Service remaining

D. Military Retirement system

Knowledge of present system
 Preferences among possible
 alternatives

E. Military Training and Work Experience

Entry and current primary
 Specialty/Designator/MCS/AFSC
 Duration of entry primary
 Specialty/Designator/MOS/AFSC

B. Military Assignment History

Time at present location,
 expected stay
 Problems encountered in last PCS
 Unreimbursed expenses in last PCS
 Overseas assignment locations
 Assignment related family
 separations
 Number of PCS location moves
 Number of PCS related family moves
 Total time spent overseas

F. Military Experience of Family Members

Relationship to respondent
 Service and years of service

C. Military Indices

Satisfaction with location
 Desire to extend stay at present
 location
 Perception of desirability of
 next location
 Evaluation of selected
 characteristics of present (or
 last) overseas location

G. Military Attitudes

Evaluation of morale, personnel,
 and combat equipment at
 present location
 Intergroup relations, attitudes,
 toward women in military

III. ADMINISTRATIVE MODEL

To insure that the data collected in this survey would meet professional standards and be of maximum usefulness, OSD and the Services provided the requested technical and administrative support. The administrative procedures discussed below were developed after consideration of:

- o Experience from survey pretests,
- o Knowledge of current Service survey administration channels,
- o Analysis of military response rates on previous DoD surveys,
- o Cost of survey administration and processing.

OPERATIONAL ORGANIZATION

The technical coordination for recent surveys is the responsibility of the Rand-DoD Survey Group, a research effort sponsored by OASD(MRA&L). Within MRA&L, this group reports to and works with the Defense Manpower Data Center (DMDC). In setting up an organizational structure for this study, we established an identified primary point-of-contact (PPOC) within each of the Services. In response to a MRA&L request, PPOCs were named in each Service in the early planning stages of this survey.

As a DoD agency, DMDC has the authority to maintain and use individual personnel records, to request records from the Services, and to obtain information from persons in a sample. Thus, although Rand designed the questionnaires, the sample, and detailed administrative procedures, DMDC was responsible for the sampling activities, transfer of information to a survey contractor, and handling of returned questionnaires before processing.

The actual data collection was the responsibility of Service-specific administrative units, coordinated by the PPOC. To insure inter-Service comparability of procedures, the Rand-DoD Survey Group reviewed and coordinated all instructions, notices, and letters to both sample members and administrative units.

In the Army, Personnel Survey Control Officers (PSCOs) were responsible for survey administration. The PPOC was the Survey Branch, Army Military Personnel Center (DAPC-MSF-S).

Currently, the Department of the Navy does not have a general survey capability for either the Navy or the Marine Corps. In the Navy, the Commanding Officers of each unit containing sampled individuals administered the 1978 DoD Survey. The PPOC designated by the Navy was the Research, Development and Studies Branch, Office of the Chief of Naval Operations (OP-102). In the Marine Corps, all Marine Corps Commands (MCCs) that contained sampled individuals administered the surveys. The PPOC designated for the Marine Corps was the Manpower Management Information Systems Branch (MC-MMI) in the Manpower Plans and Policy Division of Marine Corps Headquarters.

In the Air Force, where there are capabilities for routine survey administration, the Consolidated Base Personnel Offices (CBPOs) are responsible for survey administration; and the PPOC was the Survey Branch, Air Force Military Personnel Center (AFMPC-YPS).

As this brief description illustrates, the administrative structures responsible for this survey were different in each of the Services.

Therefore, in designing administrative procedures, we had to give special attention to comparability of procedures while allowing for structural variance. Below we describe the procedures we developed for sample selection, advance coordination with administrative units and respondents, and actual data collection.

SAMPLE SELECTION

A detailed discussion of the sample design, as well as a comparison of the actual samples selected with the military population, is presented in a separate document.* The discussion here is intended as a summary and as background to the operational complexities encountered in a survey of this type.

The sample design was based on the analytic requirements of the survey, historical response rates, and an administrative model that used Service channels and eliminated Social Security Numbers. As in all previous DoD-wide surveys, the basic stratification variable for the 1978 DoD Survey was Service. Within each Service, the enlisted samples were stratified by years of service (YOS) and the officer samples by grade and sex. For enlisted personnel within two of the YOS groupings--0-4 years and 5-8 years--there was a further stratification by time remaining in enlistment contract (time to ETS). Finally, supplemental samples of enlisted women and blacks were selected to allow for special analyses.

*W.P. Hutzler, and Z.D. Doering, "1978 DoD Survey of Officers and Enlisted Personnel: Sample Design and Selection," The Rand Corporation, N-1453-MRAL, February 1980.

The sample design required a total DoD-wide sample size of 54,500 completed and usable questionnaires, 500 of which were for all sample cells, except in two special cases. The analytic design for Form 1 requires 1,000 completed and usable questionnaires from those respondents who are within one year of completing their enlistment term (ETS) and who have had less than five years of service, and 1,000 completed usable questionnaires from those respondents who are within one year of ETS and who have had between five and eight years of service. In addition, supplemental samples of enlisted females and blacks were required to produce a total of 500 usable questionnaires from each Service for each of these groups. The nine cells that result from the enlisted personnel stratification are shown in Table 3; the five cells in the officer samples are shown in Table 4. The expected distributions of usable questionnaires, by Service, are shown in Tables 5 and 6. The complete sampling plan is summarized in Table 7; the response rate assumptions used are in Tables 8 and 9.

The response rate assumptions are based on our analysis of previous DoD-wide surveys as well as discussions with Service personnel about recent experience. In the evaluation of past response rates, we compared surveys in which a personal identifier was requested (e.g., Social Security Number) with those in which no identification was requested. In addition, as part of the pretests, respondents were asked to indicate their preference for a questionnaire with an identifier compared with an anonymous one. It was not clear whether an identifier would decrease the response rate. However, we decided to omit a request for an identifier for two reasons. First,

Table 3
SAMPLE STRATIFICATION OF ENLISTED PERSONNEL

Sample Cell	Years of Service	Years to ETS ^a
1	0 to 4	≤1
2	0 to 4	>1
3	5 to 8	≤1
4	5 to 8	>1
5	9 to 12	
6	13 to 16	
7	17+	
Supplemental Sample ^b		
8	Additional females	
9	Additional blacks	

^aEnlistment term of service.

^bBoth females and blacks are included in the first seven sample cells. Supplemental samples were drawn to ensure a statistically significant number of them for specific analyses.

Table 4
SAMPLE STRATIFICATION OF OFFICER PERSONNEL

Sample Cell	Sex	Grade
1	Male	0-1, 0-2
2	Male	0-3
3	Male	0-4
4	Male	0-5, 0-6
5	Female	0-1 to 0-6

distributing an anonymous questionnaire was the more conservative position; the available evidence suggested that asking for identification would not improve response rates. Second, and somewhat more important, military personnel who had responsibility for the data collection indicated a strong preference for omitting the identifiers because of recent Freedom of Information Act rulings.

Detailed instructions for selecting samples of enlisted and officer personnel to participate in the survey were developed in conjunction with PPOCs and were reviewed with the appropriate data processing staffs. To meet the fieldwork schedule and yet have current information, DMDC requested sample data tapes to be delivered in October 1978. These tapes were to be based on personnel records as of 30 September 1978.

The Air Force and the Marine Corps were able to provide sample tapes containing both the demographic characteristics of the respondents and the locational information for each individual. In addition, each of the records received by DMDC contained a code indicating the Service-specific administrative unit responsible for the survey administration. (In the Air Force, this is a CBPO/PAS Code; in the Marine Corps, it is an MCC identifier.)

We encountered several problems in the selection and subsequent processing of the Army sample. First, the Army Military Personnel Center (MILPERCEN) could not meet the schedule required for selection of a sample from its central personnel files. Instead, a population tape was provided

Table 5
 TARGET NUMBER OF RESPONSES FOR ENLISTED PERSONNEL
 (Each variant)

Sample Cell	Years of Service	Years to ETS	Army	Navy	Marine Corps	Air Force
1	0 to 4	≤1	1000 ^b	1000 ^b	1000 ^b	1000 ^b
1	0 to 4	≤1	500 ^c	500 ^c	500 ^c	500 ^c
2	0 to 4	>1	500	500	500	500
3	5 to 8	≤1	1000 ^b	1000 ^b	1000 ^b	1000 ^b
3	5 to 8	≤1	500 ^c	500 ^c	500 ^c	500 ^c
4	5 to 8	>1	500	500	500	500
5	9 to 12		500	500	500	500
6	13 to 16		500	500	500	500
7	17+		500	500	500	500
Supplemental Sample						
8	Females		280	370	370	250
9	Blacks		(d)	320	95	110
			^b	^b	^b	^b
	Total		4780	5190	4965	4860
			^c	^c	^c	^c
			3780	4190	3965	3860

^a Table entries represent the numbers of completed usable questionnaires desired (Form 1 and Form 2).

^b Form 1.

^c Form 2.

^d Enough blacks could be expected in the Army primary sample in cells 1-7 that a supplemental sampling was unnecessary.

Table 7

TARGET NUMBER OF RESPONSES FOR OFFICER PERSONNEL
(Each variant)

Sample Cell	Sex	Grade	Army	Navy	Marine Corps	Air Force
1	Male	0-1, 0-2	500	500	500	500
2	Male	0-3	500	500	500	500
3	Male	0-4	500	500	500	500
4	Male	0-5, 0-6	500	500	500	500
5	Female	0-1 to 0-6	500	500	(a)	500
Total			2500	2500	2000	2500

^a

Females are included in the first four cells in proportion to their numbers in the Marine Corps population.

Table 7

SUMMARY OF SAMPLE FOR 1978 DoD SURVEY OF
OFFICER AND ENLISTED PERSONNEL

Category	Army	Navy	Marine Corps	Air Force	Total DoD
Enlisted	15,590	17,620	17,170	12,460	62,840
Officer	6,585	7,440	6,415	6,775	27,215
Total	22,175	25,060	23,585	29,235	90,055

Table 8
RESPONSE RATE ASSUMPTION FOR ENLISTED PERSONNEL^a

Sample Cell	Years of Service	Years to ETS	Army	Navy	Marine Corps	Air Force
1	0 to 4	≤1	41	47	45	65
2	0 to 4	>1	50	50	44	73
3	5 to 8	≤1	54	51	50	70
4	5 to 8	>1	69	78	60	74
5	9 to 12		70	71	58	76
6	13 to 16		69	66	56	77
7	17+		69	66	56	77
Supplemental Sample						
8	Females		54	51	51	70
9	Blacks		35	35	35	48

^a

The actual percentage of usable questionnaires is likely to be 1-2 percent less than the response rate because of mismarked questionnaires, not following instructions, etc.

to DMDC programmers who selected the actual sample. Second, because the majority of the survey work conducted by the Army uses installation-specific quota samples, the central MILPERCEN files do not contain identifiers linking individuals to specific Personnel Survey Control Officer (PSCO) jurisdictions. Unfortunately, the locational information available on the MILPERCEN files is not amenable to a strict algorithmic computer aggregation into PSCO jurisdictions. The files do, however,

Table 9
RESPONSE RATE ASSUMPTIONS FOR OFFICERS^a

Sample Cell	Sex	Grade	Army	Navy	Marine Corps	Air Force
1	Male	0-1-, 0-2	71	60	50	70
2	Male	0-3	78	72	55	77
3	Male	0-4	78	75	60	70
4	Male	0-5, 0-6	84	71	65	88
5	Female	0-1 to 0-6	76	68	(b)	73

^a

The actual percentage of usable questionnaires is likely to be 1-2 percent less than the response rate because of mismarked questionnaires, not following of instructions, etc.

^b

Females are included in the first four cells of the sampling design.

contain unit codes (UIC), which can be mapped into Military Personnel Office (MILPO) codes and associated computer installation codes (SIDPERS). To develop a mapping, each PSCO was asked to identify the MILPO-SIDPERS combinations that represented the survey jurisdictions. An initial computer mapping was developed based on the responses, and lists of associated UICs represented in the sample were sent back to the PSCOs for verification and correction. This process identified approximately 3000 individuals in CONUS who could not be surveyed through the PSCO network and who received questionnaires by direct mail.

Finally, the presence in Europe of about one-third of the Army sample created a special problem. The Army currently has only one PSCO assigned for Army Europe who distributes and collects routine Army surveys by mail-out and mail-back procedures. Because an administrative level intermediate between the respondents and the European PSCO was not available and severe time problems would be encountered in using this channel, the decision was made to use direct mail-out and mail-back procedures for Army Europe.

The Navy was able to provide the required sample tape; however, we decided to request a population tape and have DMDC programmers select the sample. We wanted to have the flexibility to redesign the Navy sample if, for example, administration in the fleet would be simplified by clustering units before selection. Subsequent discussions with the Navy indicated that clustering was not necessary, because surveys would be administered at the unit level.

ADVANCE COORDINATION WITH ADMINISTRATIVE UNITS

Before the arrival of survey materials, all of the administrative units responsible for data collection, and their organizational superiors, were notified about the survey schedule and the general administrative requirements. This advance notification enabled bases, installations, and individual units to plan for the survey and allocate appropriate resources. To emphasize the survey's importance, the advance notification came from Service-specific military leaders, who endorsed the survey and requested support.

In the Army, a letter signed by Lt. Gen. R. G. Yerks, Deputy Chief of Staff for Personnel, was sent to the Commander of every base and

installation having a PSCO (except Europe). The 71 PSCOs who were to be involved in the data collection also received copies of this letter, in addition to earlier notification they received from the Army Survey Branch.

The Navy elected to inform all Commanding Officers of the impending survey by means of a message from Vice Admiral R. B. Baldwin, Deputy Chief of Naval Operations (Manpower, Personnel and Training). The Marine Corps also informed all Marine Corps Commands by means of a message from Lt. Gen. K. McLennan, Deputy Chief of Staff for Manpower. In the Air Force, a letter signed by Lt. Gen. B. L. Davis, Deputy Chief of Staff, Manpower and Personnel, was sent to all Directors of Personnel at the 126 CBPOs. The Air Force also provided DMDC with the names of the individuals at each CBPO who were responsible for the survey function, and they were also sent a copy of this letter.

Research on response rates indicates that an advance contact with survey respondents generally increases cooperation and increases overall responses. With this consideration in mind, we mailed an advance letter signed by Robert B. Pirie, Jr., Acting ASD (MRA&L) to all sampled respondents. The letter informed respondents of their selection to participate in the survey, indicated to them that the actual administration was being coordinated by each Service, and requested their cooperation.

We expected that some percentage of the advance letters would be returned for having had a wrong address or insufficient information, or would be undeliverable for other reasons. The returned letters could be used as to indicate one source for nonresponse.

To determine the sample category of respondents who could not be reached through the channels established for survey administration, the advance letters were marked with a Service identification, the number of the sample cell to which the respondent had been assigned, and the legend "Do not forward." The number of returned envelopes would have provided a lower limit on respondent nonavailability assuming all would have been returned. Unfortunately, however, the postage classification used precluded the return of letters that were not received. Although some letters were returned, this proposed measure is not available for the analysis of nonresponse.

Appendix A contains copies of the letters used for advance notification of administrative units and respondents and the letters sent by the Army as part of verifying the allocation of respondents to PSCOs.

SERVICE-SPECIFIC PROCEDURES

The different organizational structures discussed above, combined with different operational requirements and population dispersion, precluded strict uniformity in the data collection procedures. (In fact, the only data collection method that could be applied uniformly across Services is personal interviewing conducted by nonmilitary interviewers.) Appendix C contains the Service-specific procedures, developed with the PPOCs. They were approved after appropriate review within the Services and OSD. Although there are some differences, the basic approach is the same in all instances.*

*Respondents in the Army sample who were assigned to Army Europe are exceptions to this rule. For the purposes of the initial distribution of questionnaires to them, direct mail was used.

Below is a summary of the operational requirements for each administrative unit.

- o Materials were mailed to designated administrative units, which acknowledged their receipt in a postcard mailed to DMDC.
- o The administrative units were responsible for ensuring that the questionnaire packet was provided to the correct individual and that that person completed it and returned it to the survey administrator in a sealed envelope for mailing to DMDC. (The completed questionnaires have identifiers and cannot be linked to the respondents.)
- o Each administrative unit was provided with rosters listing the individuals in their jurisdiction who were selected for participation. The administrative units were responsible for completing the roster to indicate whether each person received and returned a questionnaire packet. For individuals who could not participate or who were not available, the administrative unit was to enter a reason on the rosters.
- o The administrative units were responsible for returning all survey questionnaires and other materials to DMDC.

The procedures used by the Army, except in Europe, for this survey were different from those routinely used in the Army's survey program and in the 1976 DoD Survey. In administering quarterly and special subject surveys, the Army uses base and installation specific quota samples, with definite rules for substitution of respondents. Sample selection, notification, and all record keeping is at the PSCO level. In the 1976 DoD Survey, Army PSCO channels were not involved at all and direct mail was used. The procedures developed for the 1978 DoD Survey required extensive sample control and accountability at the PSCO level, using a centrally selected sample. Central selection prevented individuals at the local level from substituting respondents and possibly distorting the stratification if the substitution was inaccurate. The rules for contacting respondents were intended to simplify the administrative burden and give individuals an equal opportunity to participate in the survey. The accountability procedures were intended to provide information about the participation of individuals in the sample, especially the reasons for nonparticipation. The selection of the PSCOs for survey administration resulted from a belief, shared by Army survey personnel, that response rates would be higher from this more controlled administrative mode than through the direct mail procedure.

As indicated earlier, the Department of the Navy does not have a general survey program. The procedures that were to be used in both the Navy and the Marine Corps were developed specifically for this survey. The general procedures used in the Air Force's survey program and those used for this survey are similar. Because the Air Force generally obtains high

response rates in their surveys, these procedures deviated as little as possible from those routinely followed by the CBPOs.

The main differences between the procedures for each Service are in the details of the methods that will be used for contacting respondents and distributing and collecting questionnaires. We believed that there would be no differences in the quality of the data collected. However, it is possible to test for the presence of such differences in the data. Among the last few items on each questionnaire are items asking whether the individual completed the survey during a group administration and whether the survey was completed on the individual's own (off-duty) time or while on duty. Classification of respondents by administrative units is also possible.

SAMPLE ACCOUNTABILITY

Although some of the mechanics of administration varied among the Services, the procedures for sample accountability were identical. A review of response rates and sample documentation from previous DoD surveys indicates that survey samples have not been adequately controlled nor have data been collected to distinguish between nonreceipt of a questionnaire by selected respondents and nonreturn of questionnaires from these respondents. Nonresponse due to nonreceipt of a questionnaire is analytically quite different from nonresponse due to nonreturn of a received questionnaire; the former implies no opportunity to participate, the latter a refusal to do so. The military population has some special characteristics that lead to nonreceipt--e.g., permanent change of station,

separation, temporary duty. These categories must be distinguished to understand their magnitude and to develop survey procedures for each category. In addition, the information is critical in the analysis of response rates. Considerations of sample control and sample accountability, as well as the need to provide administrative units with simple accounting methods, led to the development of special survey rosters.

The rosters were intended to provide a complete report on the sample, help monitor the administration, and allow for the followup of certain categories. Below is a summary of the information contained on the roster and the actions required by the administrative units; a sample roster is shown in Appendix D.

1. DMDC labeled the rosters "xxx Roster for yyy," where xxx was the administrative unit (UIC, MCC, etc.) and yyy was the military-specific alpha-numeric identifier. The address of the administrative unit was also provided.
2. RCN Number: A DoD Record Control Number assigned to each administrative unit. It appeared on the roster(s), the acknowledgment postcard, and other materials, and was for DoD use only.
3. Survey Administrator and Autovon Number: The name and telephone number of the individual responsible for filling out the roster was recorded here by the administrative unit.
4. Survey Dates: The dates during which the survey was administered were recorded.

5. Number of Packets Returned: The number of sealed "confidentiality" envelopes collected from the individuals listed on each page of the roster was entered here. The number of packets equaled the number of check marks recorded in the column for Questionnaire RETD (Returned).
6. Respondent Data: The following information was preprinted for each sample respondent: Name, SSN, Grade, Sex (M or F), Unit Code (UIC, MCC, etc.), and Questionnaire Form (indicated which questionnaire was assigned to the individual). These data were used by administrators in contacting respondents and in the distribution of questionnaires.
7. Survey Status Code Categories: An appropriate category was marked next to each individual's name to indicate the results of attempts to administer the survey to that person.
 - o Questionnaire Status:
 - a. Issued: The Survey Packet was issued to the individual, either at a group session or individually (in person or by mail).
 - b. RETD: The individual returned a questionnaire sealed in its "confidentiality" envelope.
 - o Reason for Nonparticipation: If the individual was not available to participate during the survey period, one of the following reasons was marked:
 - c. TDY: Not at installation during the entire survey period.

- d. LV: On leave during entire survey period.
- e. SEP: Separated from Service before survey period.
- f. PCS: Permanently moved from the jurisdiction of the administrative unit before survey period.
- g. OTHER (Specify): Individual could not participate during entire survey period for some other reason, e.g., in transit, confinement, deployment, or definitely refused to participate. A reason had to be written for each nonparticipant in this category.

If the administrative units followed the procedures for using the rosters and returning them to DMDC, the information will be available with which to analyze response rates in some detail. These analyses will be performed using information on the rosters and information received from the Services as part of the initial sample selection. This method of accounting for the sample is especially important because the questionnaires did not contain any information that can identify a respondent. That is, although the roster indicated, by name, whether each person participated and the reason for nonparticipation, the questionnaires themselves cannot be linked to the individual.

MAILOUT AND CONTENTS OF SURVEY MATERIALS

The mailout of survey materials to each Service's administrative units was the responsibility of the data processing contractor for the survey, The INTRAN Corporation in Minneapolis. The mailout procedures were developed in conjunction with the Rand-DoD Survey Group and DMDC personnel. The sample tapes prepared by DMDC for INTRAN contained the information

required for assembling both administrative unit materials and respondent packets. Questionnaires and envelopes were prepared by INTRAN; other packaging materials required for the survey--postcards, introductory letters, etc.--were provided by DMDC and sent to INTRAN.

Administrative Packages. Each administrative unit received a package containing the following materials:

- o A copy of the administrative procedures to be used in the survey. The procedures are preceded by an introductory letter emphasizing the importance of the survey, requesting cooperation and summarizing the requirements (see Appendix C).
- o A postcard to be used in acknowledging receipt of the materials. Each administrative unit could also indicate on the postcard if a summary report about the survey should be sent to it after the data are analyzed (see Appendix E).
- o The sample roster for the administrative unit. In most cases where more than 25 respondents were sampled, multiple rosters, in different sort orders, were sent to assist in administration and accountability.

Respondent Packets. The questionnaires themselves were individually addressed to the respondents in the sample and were sealed in envelopes containing all the materials necessary for participation.* The contents are described below.

- o An introductory letter to the respondent from the Service was enclosed (see Appendix F). This letter reminded the

*In addition to the items listed, questionnaires sent directly to respondents in the Army included a note describing procedures for returning them.

individual of the advance letter from Mr. Pirie, emphasized the importance of the survey, and told the respondent that a summary report of the survey results could be obtained by returning an enclosed postcard. These introductory letters were signed by the following:

- Army: Lt. Gen. R. G. Yerks, Deputy Chief of Staff for Personnel.
- Navy: Rear Admiral J. Metcalf, III, by direction from the Deputy Chief of Naval Operations (Manpower, Personnel and Training).
- Marine Corps: Lt. Gen. K. McLennan, Deputy Chief of Staff for Manpower.
- Air Force: Lt. Gen. B. L. Davis, Deputy Chief of Staff, Manpower and Personnel.

For individuals who did not receive the advance letter, because of lost mail or some other reason, this letter provided an introduction to the study.

- o Each envelope contained one of the four questionnaires (see Appendix B).
- o To insure privacy, each respondent was provided with an envelope in which to seal the completed questionnaire and return it to the administrative unit or directly to DMDC.
- o Finally, a postcard was enclosed so that each respondent could request a summary report of the survey results. Since the postcard requires a name and address, the respondent was asked to return the request separately from the questionnaire.

IV. CONCLUDING REMARKS

In developing procedures for the 1978 DoD Survey we identified several weaknesses in the DoD-wide survey capabilities available to OSD. Although these problems were temporarily solved for this survey, they should be permanently solved as part of developing a professional survey program responsive to the needs of policymakers.

With the exception of the Air Force, the Services do not have routine capabilities for survey sample selection that can easily be interfaced with central personnel files. As a result, every request for a survey sample has to be treated as a special case. The resulting time and cost inefficiencies are serious, especially if data collection is to be responsive to policy needs within a short time.

The Department of the Navy should consider establishing a survey capability that would encompass both the Navy and the Marine Corps and would systematically resolve the special problems created for surveys by the dispersion of personnel.

The Army should consider further refining the mappings developed for this survey between MILPERCEN records and PSCO jurisdictions and between unit identifiers and PSCO jurisdictions. The capability to select samples centrally and monitor survey administration would enhance its survey program. In addition, a review of present PSCO jurisdictions with an aim toward their modification may be appropriate, so that all Army enlisted personnel and officers can be reached by this network.

At a more general level, the full range of personnel data collection activities conducted with military personnel is not monitored effectively.

There are some regulations for monitoring the survey burden placed on personnel surveyed in the Army and the Air Force, but the Department of the Navy has no method for monitoring surveys. Even within the Army and the Air Force, categories of activities that should be classified as surveys are not monitored--e.g., polling of individuals initiated at the base or installation level. Inter-Service data collection efforts, those involving respondents from more than one Service, are more highly coordinated because they are required to obtain a records control number through the Office of the Comptroller after review in MRA&L. This requirement permits monitoring of respondent burden and the quality of the research design before actual data collection.

For the most part, the present monitoring system consists of making recommendations for adjustments to proposed sample sizes, generally in the direction of smaller samples, and scheduling surveys to avoid overlapping collection times and locations. What is not available, however, is a method for developing coordinated data collection efforts that would increase data utility and decrease respondent burden. Because the planning cycle and horizon of most functional offices is quite short and there is pressure for quick results, interoffice coordinated efforts may be unrealistic.

A consolidated data collection capability may not be feasible either in the Services or in OSD. However, the methodology used in data collection could be improved through the wide dissemination of methodological studies and reports. In designing survey operations for the 1978 Dod Survey, we have made a conscious effort to ensure availability of information and data for assessing the experience.

APPENDIX A
LETTERS AND NOTICES



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301

April 25, 1978

MANPOWER,
RESERVE AFFAIRS
AND LOGISTICS

MEMORANDUM FOR DISTRIBUTION LIST

SUBJECT: Personnel Survey Activities

This office is currently in the planning stages for three major survey data collection activities from different segments of the military population:

- o The 1978 DOD Personnel Survey. This is being planned as a self-administered questionnaire distributed to approximately 12,000 officers and 25,000 enlisted personnel. The questionnaires will be distributed in October 1978.
- o The 1978 AFES Survey. This survey will be conducted among new entrants into the military at the Armed Forces Entrance and Examination Stations. The target field date for this survey is November 1978.
- o Special Topic Survey. We are exploring the possibility of a survey of personnel leaving the military. If feasible, this survey would be administered starting approximately April 1979.

The Defense Manpower Data Center (DMDC) has the responsibility for the conduct of the survey program. The overall design, coordination of administration and initial analyses of data collected in these surveys has been contracted to The Rand Corporation. The DMDC Project Monitor is Ken Schefflen and the Rand Project Director of the effort is Zahava B. Doering.

The purpose of this memo is to solicit comment from your office concerning the subject areas and topics to be covered by both the 1978 DOD personnel and AFES surveys. The special topic survey will be discussed in a subsequent memo.

Rand has reviewed past DOD military personnel surveys and recommended a design and format for the 1978 survey. This design calls for the use of the military personnel survey to collect two types of information. The first is viewed as a set of general policy statistics which would be collected longitudinally. These data would provide trend information on those economic

and social factors which play important roles in manpower policy formulation. The second type of data would be clusters of questions focused on one or more topics of current interest. The recommendations for topics to be covered by the 1978 DOD Personnel Survey are in Table 1. The upper portion of the table includes items which would be collected on a longitudinal basis; the lower portion contains topics for special emphasis this year. In designing items, Rand has recommended that items which are comparable to those routinely collected in the civilian sector be included. In addition, continuity can be provided by including items previously collected in DOD-wide surveys.

Rand is completing a review of past efforts at collecting data from new enlistees into the military. It is clear that the AFES survey can collect important information about the decision to enter the military and about the prior educational and labor force experience of new entrants. Rand has recommended that some of the topics covered in past AFES surveys be retained, along with increased emphasis on the decision-making process and prior labor force contact and experience. The recommendation for topics to be covered in the 1978 AFES survey is in Table 2.

The number of items to be included in the DOD and AFES surveys is limited by consideration of respondent attention span, procedures to maximize response rates, and costs of administration. Since both of these surveys are important data sources for a wide audience, it is possible that the questionnaire design will not permit inclusion of items about all of the suggested topics. In making decisions about inclusion of topics, the following criteria will be used:

- o Policy relevance. Topics and items will be given priority if the information collected has the potential for impact on policy and budget considerations.
- o Appropriateness to survey mode. Each topic and item will be evaluated as to its suitability for the DOD or AFES surveys when compared to alternative survey efforts or other data collection modes.

In order to make certain that these surveys are used to collect information on those topics of greatest importance to OSD, I would appreciate your review of the proposed subject areas for the DOD and AFES surveys. Because of the long lead times associated with the development, printing and distribution of surveys, it is important that your suggestions and recommendations for the DOD survey be received not later than 5 May and the AFES by 19 May.

In reviewing this material, you may find it useful to consider the value of collecting comparable information from both the in-service populations and those individuals entering the military. Please provide comments and suggestions directly to either Ken Schefflen (325-0490) or Zahava Doering (296-5000).

Richard Danzig

Richard Danzig
Deputy Assistant Secretary
(Program Development)

Enclosures

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ASSISTANT SECRETARY OF THE NAVY (MRA&I)
ASSISTANT SECRETARY OF THE AIR FORCE (MRA&I)
DR. A. J. MARTIN
MR. KENNETH SCHEFLEN (DMDC)
DR. RICK COOPER

Table 1

PROPOSED SUMMARY OF INFORMATION TO BE
COLLECTED FROM MILITARY PERSONNEL IN
1978 DOD SURVEY

POLICY STATISTICS

Demographic and Background

Age, sex, race, ethnicity
Marital status, family size and composition
Living arrangements
Educational attainment, pre-service and in-service
Region of origin
Social Security number
Branch of service, pay grade
Primary occupational specialty, duty/current occupational specialty
Years of service
Dates of end of term of service; length of reenlistment term

Economic and Health Data

Family income, sources and amounts
Labor force status and participation
Cost of living components
Major assets and debts/home ownership
Labor force experience
Recent civilian job search, knowledge

Utilization of health resources, health insurance
Measures of health status
Occupational injury, disability

Social Indices

Overall job satisfaction
Psychological assessment (e.g., anomie, general well-being)
Evaluation of selected job characteristics (income, promotion, hours, security)
Satisfaction with place of residence
Satisfaction with community services/evaluation of neighborhoods
Criminal victimization
Satisfaction with educational facilities and performance
Satisfaction with recreational and leisure time opportunity
Social opportunities and friendships
Satisfaction with family life
Attitudes towards social issues
Racial prejudice, minority attitudes, equality and opportunity, inter-group conflict

Military Indices

Perceived promotion opportunity
Compensation, knowledge and evaluation
Reenlistment/career intent
Training quality utilization
Military status and esteem

Table 1 (Continued)

Participation in and orientation toward military grievance procedures
Evaluation of immediate work environment (e.g., assessment of direct supervisor,
unit members, organizational climate)
PCS and assignment information, periods of separation from family

1978 POLICY AREAS

Compensation (retirement system, evaluation of benefits)
Training utilization (evaluation, MOS mismatch, secondary skill training)
Personnel utilization (locational preference, job assignments)
Issues relating to equal opportunity, including racial attitudes and experience
and the experience of men and women (job assignment, combat roles, career advancement
job satisfaction)

Table 2

PROPOSED SUMMARY OF INFORMATION TO BE COLLECTED
FROM RECRUITS IN 1978 AFES SURVEY

Demographic and Background

Age, race, sex, ethnicity
Educational attainment, reason for terminating education, date of last full-time school attendance
Parental education, income, occupation
Family military history, experience
Region of origin
Marital status, dependents

Labor Force Activity and Perceptions

Number of full-time jobs held, number of weeks worked in past year, number of weeks unemployed, spells of unemployment in past year
Characteristics of last job(s): occupation, industry, rate of pay
Training outside of regular school, type of training programs
Participation in and knowledge of federal job programs: CETA, Job Corps
Perceptions of labor market
Comparison of military and civilian earnings
Knowledge of world or work
Evaluation of selected job characteristics (income, promotion, hours, security)

Recruitment

Information and Advertising: sources, credibility, influence
Contents of information: guaranteed training, locational choice, bonuses, benefits, pay, promotion opportunity, length of commitment, separation regulations, dependent benefits, VEAP
Contacts: recruiter, recent recruits, members of Armed Forces

Enlistment

Pre-enlistment activities, including previous active duty
Timing of decision, other options available, location of decision
Reasons for enlistment
Branch of service, terms of service, enlistment program, bonuses

Expectations

Plans for reenlistment, military career, use of VEAP benefits
Educational and occupational aspirations and expectations

Other

Retrospective evaluation of labor market and educational experience: perception of race or sex discrimination
Attitudes towards social issues
Racial prejudice, minority attitudes, equality of opportunity, inter-group conflict
Social security number



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
WASHINGTON, D.C. 20310

DAPC-MSF-S

8 DEC 1978

SUBJECT: 1978 Department of Defense Survey of Officer and
Enlisted Personnel

SEE DISTRIBUTION

1. The purpose of this letter is to request your cooperation in the upcoming 1978 Department of Defense Survey of Officer and Enlisted Personnel scheduled for administration at your installation in the next several months. Both officers and enlisted personnel from your command have been selected to participate in the survey. The information to be collected is of sufficient importance to the Office of the Secretary of Defense and the Army that we ask that every effort be made to ensure maximum response.
2. The Department of Defense conducts surveys of this type about every two years. The 1976 survey provided information which was used recently by the President's Commission on Military Compensation, considering changes to pay, allowances, and retirement for the military services. The 1978 survey will develop information about the monetary aspects as well as quality of life in the Army. The information will allow the Army and the Secretary of Defense to consider whether there is need to change or improve rotation policy, reenlistment options, promotion procedures, and various other policies that affect Army personnel and their families.
3. Your personnel have been chosen as part of a sample of about 90,000 men and women from the Army, Navy, Air Force, and Marine Corps because views and comments from a wide selection of officers and enlisted persons are needed.
4. The information obtained from the survey will be used to evaluate and improve both existing and proposed personnel policies. The RAND Corporation, under contract to the Department of Defense, prepared this survey, has primary research and analysis responsibility, and is responsible for preparing a summary report for general distribution.

DAPC-MSF-S

SUBJECT: 1978 Department of Defense Survey of Officer and Enlisted Personnel

5. Survey Administration. In order to obtain a maximum response for this particular survey, the following technique for administration is being offered to commanders Army-wide:

a. Administer the survey through your normal installation Personnel Survey Control Officer (PSCO) channel.

b. Schedule the survey to be administered in group-type environments whenever possible. This may entail a one-on-one administration at sub-unit level in some cases.

c. Avoid direct mailout to individuals (both officer and enlisted) unless it is absolutely necessary to obtain timely response. In those cases that require mailout, it is requested that the survey be sent to the individual through command channels to ensure accountability.

d. When necessary, designate sub-unit points of contact through which your PSCO can coordinate, administer, and account for the survey returns.

e. Ensure that the selected individuals be afforded time to fill out the questionnaire (to include allowance of travel time to and from the group administration site). The questionnaire should take about 40 minutes to complete.

All of the materials required for the survey, including questionnaires, detailed instructions, and sample rosters will be sent to your installation PSCO.

6. Schedule. The Survey of Officer and Enlisted Personnel is scheduled to be conducted from January through February of 1979.

7. For your information, the Personnel Survey Control Officer can provide you with a set of questionnaires used in this survey when they arrive at your location. In addition, if you would like to receive a copy of the summary report please complete and mail the inclosed postcard.

DAPC-MSF-S

SUBJECT: 1978 Department of Defense Survey of Officer and
Enlisted Personnel


8. If you have any further questions, please contact
Commander, USA MILPERCEN, DAPC-MSF-S, 200 Stovall Street,
Alexandria, Virginia, 22332, autovon 221-9680/89.

1 Incl
as

DISTRIBUTION:

Commanders

Eighth US Army, Korea
US Army, Japan
US Army Support Command, Hawaii
172d Infantry Brigade, Alaska
193d Infantry Brigade, Canal Zone
Aberdeen Proving Ground
Anniston Army Depot
Fort Belvoir
Fort Benning
Fort Bliss
Fort Bragg
Fort Buchanan
Fort Campbell
Carlisle Barracks
Fort Carson
Defense Language Inst., Fgn Lang Cen
Defense Personnel Support Center
Fort Detrick
Fort Devens
Fort Dix
Fort Drum
Dugway Proving Ground
Fort Eustis
Fitzsimons Army Medical Center
Foreign Science & Technology Cen, USA
Fort Gordon



ROBERT G. YERKS
Lieutenant General, CS
Deputy Chief of Staff
for Personnel

DAPC-MSF-S

SUBJECT: 1978 Department of Defense Survey of Officer and
Enlisted Personnel

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Fort McClellan
Fort McCoy
Fort McPherson
Fort Meade
Military District of Washington
Fort Monmouth
Fort Monroe
New Cumberland Army Depot
Fort Ord
Pine Bluff Arsenal
Fort Polk
Red River Army Depot
Redstone Arsenal
Fort Riley
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DAPC-MSF-S

SUBJECT: 1978 Department of Defense Survey of Officer and
Enlisted Personnel

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Superintendent
US Military Academy, West Point

Copies furnished:

HQDA (DAAG-SPS)

Commanders

US Army Training & Doctrine Command
US Army Forces Command, ATTN: AFPR-MPS
US Army Materiel Development & Readiness Command
US Army Health Services Command
US Army Communications Command
US Army Criminal Investigation Command
US Army Intelligence & Security Command
Military Traffic Management Command

Personnel Survey Control Officers

UNCLASSIFIED

PAGE	DRAFTER OR RELEASE TIME	PRECEDENCE	LMF	CLASS	CIC	FOR MESSAGE CENTER/COMMUNICATIONS CENTER ONLY				
01 OF 02	00000000	RR RR		UUUUU		0000	DATE	TIME	MONTH	YR
MESSAGE HANDLING INSTRUCTIONS										

FROM: CNO WASHINGTON DC

TO: NAVOP

UNCLAS //NO1000//

NAVOP

DEPARTMENT OF DEFENSE SURVEY OF OFFICERS AND ENLISTED PERSONNEL

1. ABOUT EVERY TWO YEARS, THE OFFICE OF THE SECRETARY OF DEFENSE (OSD) CONDUCTS A LARGE SCALE SURVEY OF MILITARY PERSONNEL. THE 1976 SURVEY, FOR EXAMPLE, PROVIDED INFORMATION WHICH WAS USED BY THE PRESIDENT'S COMMISSION ON MILITARY COMPENSATION, CONSIDERING CHANGES TO PAY, ALLOWANCES, AND RETIREMENT.

2. THE NEXT BIENNIEL SURVEY WILL BE MAILED IN MID-JANUARY 1979 TO APPROXIMATELY HALF THE COMMANDS IN THE NAVY, FOR ADMINISTRATION TO A TOTAL OF 26,500 INDIVIDUALS WHO HAVE BEEN SELECTED BY NAME ON A RANDOM BASIS. THIS SURVEY WILL DEVELOP INFORMATION ABOUT ROTATION POLICY, PROMOTION PROCEDURES, HOUSING, FAMILY CARE, AND VARIOUS

OTHER POLICIES THAT ARE OF INTEREST TO ALL OF US.

3. DETAILS OF ADMINISTRATION WILL BE DISTRIBUTED WITH THE QUESTIONNAIRES. HOWEVER, IN GENERAL COMMANDING OFFICERS OF ACTIVITIES WHICH RECEIVE QUESTIONNAIRES FOR ASSIGNED INDIVIDUALS ARE REQUESTED

DISTR:

DRAFTER: 102/RELEASER

DISTR: STANDARD NAVOP DISTRIBUTION

DRAFTER TYPED NAME, TITLE, OFFICE SYMBOL, PHONE & DATE SPECIAL INSTRUCTIONS

M.K. MALEHORN, OP-102, X44195,
11/27/78

RECEIVED NAME, TITLE, OFFICE SYMBOL AND PHONE
R.B. BARNUM VADM OP-01 42350

RECEIVED

[Signature]

SECURITY CLASSIFICATION

UNCLASSIFIED

DATE TIME GROUP

DD FORM 1 JUL 73 173 (OCR)

S. N. C. 12 17-001-6000
17 2454 17 110011

883075

U.S. NAVY

01/27/79

RELEASE TIME		ACT	INFO			DATE - TIME		MONTH		YEAR	
02 OF 02	00000000	RR	RR	UUUU		0000					
MESSAGE HANDLING INSTRUCTIONS											
<p>TO ENSURE THAT THE QUESTIONNAIRES ARE COMPLETED AND MAILED FOR RETURN WITHIN SEVEN DAYS AS WELL AS TO ACCOUNT FOR INDIVIDUAL QUESTIONNAIRES NOT ADMINISTERED. THE QUESTIONNAIRES REQUIRE ABOUT FORTY MINUTES TO COMPLETE. IN SOME CASES GROUP ADMINISTRATION MAY BE DESIRABLE. RESPONSES ARE TO BE ANONYMOUS AND AN ENVELOPE WILL BE PROVIDED FOR EACH QUESTIONNAIRE TO BE SEALED IN AND MAILED BY THE INDIVIDUAL.</p> <p>4. MAXIMUM RESPONSE FROM THE NAVY IS DESIRED. THEREFORE, THOSE UNITS WHICH CANNOT COMPLETE THE ACTION WITHIN THE INTENDED TIME FRAME DUE TO DEPLOYMENT OR OTHER CAUSE SHOULD RESPOND AS SOON AS PRACTICABLE.</p>											
<p>6 5 4 3 2 1</p>											
<p>0</p>											
WRITER TYPED NAME, TITLE, OFFICE SYMBOL, PHONE & DATE						SPECIAL INSTRUCTIONS					
TYPED NAME, TITLE, OFFICE SYMBOL AND PHONE											
SIGNATURE						SECURITY CLASSIFICATION			DATE TIME GROUP		
						UNCLASSIFIED					

DD FORM 173 (OCR)

S/N 0102-L1-001-0000
28 JUL 73

U.S.G.P.O. 233-222

UNCLASSIFIED

1509182 V/HV

01 03

RR RR

UUUU

1509167

NO

CMC WASHINGTON DC

ALMAR

UNCLAS //NO5040//

ALMAR 003/79

DEPARTMENT OF DEFENSE SURVEY OF OFFICERS AND ENLISTED PERSONNEL
{CMC CODE MPI-20}

1. DOD CONDUCTS A LARGE SCALE SURVEY OF MILITARY PERSONNEL ABOUT EVERY TWO YEARS. THE NEXT SURVEY WILL BE MAILED IN MID-JANUARY 1979 TO COMMANDS OF RANDOMLY SELECTED MARINES. IT WILL COLLECT INFORMATION ABOUT THE MONETARY ASPECTS AND QUALITY OF LIFE WITHIN THE MARINE CORPS TO PERMIT THE EVALUATION OF ROTATION POLICIES, REENLISTMENT OPTIONS, PROMOTION PROCEDURES, AND OTHER POLICIES THAT AFFECT MARINES AND THEIR FAMILIES.

2. PARTICIPANTS WERE RANDOMLY SELECTED AND AGGREGATED BY THEIR MONITORED COMMAND CODE {MCC} AND REPORTING UNIT CODE {RUC}. SURVEY MATERIALS WILL BE MAILED TO THE APPROPRIATE MCC FOR DISTRIBUTION. DETAILS OF THE ADMINISTRATION WILL BE ENCLOSED WITH THE MATERIALS BEING SHIPPED TO THE APPROPRIATE MCC'S. A SUMMARY OF ACTION REQUIRED IS PROVIDED BELOW.

DIRECTIVES C. 11. 1 has seen

1/15/79 LRG

SSN

0055

C. D. KUHN, MAJ. MPI-20, 44165

A. X. FOULCH, L. 11. 1, 42516



703

UNCLASSIFIED

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15C718#

02 03 RR RR UUUU

A. ACKNOWLEDGEMENT OF RECEIPT OF SURVEY MATERIALS WITH CONTRACTOR PROVIDED POSTCARD.

B. DISTRIBUTION OF SURVEY MATERIALS TO OPERATIONAL UNITS (RUC) FOR ADMINISTRATION OF SURVEY.

C. GROUP ADMINISTRATION IS PREFERRED. AVERAGE COMPLETION TIME IS 40 MIN.

D. COMPLETED QUESTIONNAIRES SHOULD BE SEALED IN ENVELOPE PROVIDED AND RETURNED TO LOCAL ADMINISTRATOR.

E. ACCOUNT FOR ALL PERSONS LISTED ON THE SURVEY ROSTER AS SPECIFIED IN THE ADMINISTRATIVE INSTRUCTIONS.

F. RETURN ALL MATERIALS TO CONTRACTOR UPON COMPLETION OF SURVEY.

{1} CONUS UNITS COMPLETE SURVEY BY 1 MAR 79.

{2} NON-CONUS UNITS COMPLETE WITHIN FOUR WEEKS OF RECEIPT OF MATERIALS, OR BY 1 MAR 79, WHICHEVER OCCURS LATER.

3. CONTACT SURVEY BRANCH, DEFENSE MANPOWER DATA CENTER (DMDC), AUTOVON: 221-0490/0530 FOR MISSING MATERIALS.

4. THE MARINE CORPS POINT OF CONTACT IS MAJ. C. D. KUHN, CMC (CODE MPI-20), AUTOVON 224-4165, COMMERCIAL 202/694-4165.

5. MAXIMUM RESPONSE FROM MARINE CORPS IS DESIRED. THOSE UNITS

A. J. FOILLON, WEN., WEA, 42510

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150718Z

03 03

RR RR

UUUU

WHICH CANNOT COMPLETE THE ACTION DUE TO DEPLOYMENT OR OTHER
OPERATIONAL NECESSITY SHOULD COMPLETE THE SURVEY AS SOON AS
PRACTICAL. NOTIFICATION OF SIGNIFICANT MCC DELAYS SHOULD BE MADE
BY PHONE TO CMC POINT OF CONTACT.

A. J. FOILLON, USN., MPA, 4251B

UNCLASSIFIED

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON, D.C. 20330

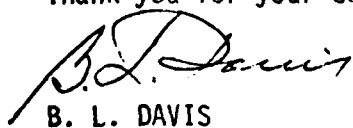


REPLY TO
ATTN OF: MP

SUBJECT: 1978 Department of Defense Survey of Officer and Enlisted Personnel

TO:

1. The 1978 Department of Defense Survey of Officer and Enlisted Personnel will be administered at your base in the next two months. The Consolidated Base Personnel Office (CBPO) will be administering the survey and accounting for the sample. The purpose of this letter is to provide you with information about this important survey and request your cooperation.
2. The Department of Defense is currently reviewing a number of military policies. In order to evaluate existing and proposed policies, facts and opinions are needed directly from military personnel. A large scale survey is the most effective way of obtaining this kind of information.
3. Approximately 90,000 men and women from the Services are being asked to participate in this survey. This group has been randomly selected using statistical methods to represent a cross section of officer and enlisted ranks. The Rand Corporation, under contract to the Department of Defense, prepared this survey, has primary research and analysis responsibility, and is responsible for preparing a summary report for general distribution.
4. The survey will be administered through the CBPO. The specifics of the administrative procedures will be provided by AFMPC/MPCYPS. The information to be collected from individuals in this survey is of great importance to the Department of Defense. We are asking that every effort be made to enable the selected individuals to participate. The questionnaire will take about 40 minutes to complete.
5. The CBPO will provide you with a set of questionnaires used in this survey when they arrive at your location. In addition, when results are available we will provide you with a copy of the executive summary. If you have further questions, please contact AFMPC/MPCYPS. Thank you for your cooperation.


B. L. DAVIS
Lieutenant General, USAF
Deputy Chief of Staff, Manpower
and Personnel



MANPOWER,
RESERVE AFFAIRS
AND LOGISTICS

ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, D. C. 20301

18 NOV 1978

MEMORANDUM FOR 1978 DOD SURVEY PARTICIPANTS

SUBJECT: 1978 Department of Defense Survey of Officer and Enlisted Personnel

You have been selected to participate in the 1978 Department of Defense Survey of Officer and Enlisted Personnel that will be administered in the next two months. The purpose of this letter is to provide you with information about this important survey and your participation in it.

The Department of Defense is currently reviewing a number of military personnel policies. In order to evaluate both existing and proposed policies, facts and opinions are needed directly from military personnel. A large scale survey, that covers many topics of interest to members of the Armed Forces, is the most effective way of obtaining this kind of information.

Information will be collected from about 90,000 men and women from the Armed Forces. You, along with other service personnel, have been randomly selected using statistical methods, to represent a cross section of officer and enlisted ranks.

Facts and opinions that you provide will be combined with similar information from other military personnel and used to evaluate and improve military personnel policies. The survey will be coordinated by service personnel. Arrangements will be made for you to complete the questionnaire either at your work center or at another specified location and time.

The success of this survey depends on obtaining the full cooperation of those individuals who have been selected to participate. The 1978 DoD Survey will provide you with the opportunity to express many of your ideas and opinions as well as to provide important information about your military experiences.

Your cooperation in completing the 1978 DoD Survey questionnaire will be appreciated. Thank you for your assistance.

ROBERT B. PIRIE, JR.,

Acting Assistant Secretary of Defense
(Manpower, Reserve Affairs, and Logistics)



DEPARTMENT OF THE ARMY
U.S. ARMY MILITARY PERSONNEL CENTER
200 STOVALL STREET
ALEXANDRIA, VIRGINIA 22332 .

REPLY TO
ATTENTION OF:

DAPC-MSF-S

7 December 1978

SUBJECT: 1978 DOD Personnel Survey--Verification of UIC Assignments
to PSCO

SEE DISTRIBUTION

1. Reference: Letter, HQDA, MILPERCEN, dated 17 October 1978,
Subject, DOD Personnel Survey.
2. Based on responses to above reference, UICs with sample respondents
have been allocated to PSCOs.
3. The enclosed computer printout lists the UICs in your survey
jurisdiction.
4. Request that you review and verify the UICs on the enclosed as
follows:
 - a. Mark (x) those which are in your survey jurisdiction.
 - b. Circle those which you believe are not in your survey juris-
diction. In these cases, indicate location of such units, if possible.
5. The last page of the computer printout contains the UICs which have
not been linked to a PSCO. Mark (x) any UICs on this list which are in
your jurisdiction.
6. Return the computer printout in the enclosed envelope, NLT 18 De-
cember 1978.



DAPC-MSF-S


7 December 1978

SUBJECT: 1978 DOD Personnel Survey--Verification of UIC Assignments
to PSCO

7. Request you notify this headquarters, Survey Branch (DAPC-MSF-S, Autovon 221-9680/90) of any difficulties which would preclude fulfillment of the above requirements on schedule.

BY ORDER OF THE SECRETARY OF THE ARMY:

2 Incl
as


GEORGE W. ORTON
Colonel, GS
Chief, Field Activities
Division

DISTRIBUTION:

Commanders

US Army, Japan
US Army Support Command, Hawaii
172d Infantry Brigade, Alaska
193d Infantry Brigade, Canal Zone
Aberdeen Proving Ground
Anniston Army Depot
Fort Belvoir
Fort Benning
Fort Bliss
Fort Bragg
Fort Buchanan
Fort Campbell
Carlisle Barracks
Fort Carson
Defense Language Inst., Fgn Lang Cen
Defense Personnel Support Center
Fort Detrick
Fort Devens
Fort Dix
Fort Drum
Dugway Proving Ground
Fort Eustis
Fitzsimmons Army Medical Center
Foreign Science & Technology Cen, USA

DAPC-MSF-S

7 December 1978

SUBJECT: 1978 DOD Personnel Survey--Verification of UIC Assignments
to PSCO

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Fort Ord
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Fort Polk
Red River Army Depot
Redstone Arsenal
Fort Riley
Fort Ritchie
Fort Rucker
Sacramento Army Depot
Presidio of San Francisco
Seneca Army Depot
Sharpe Army Depot
Fort Sheridan
Sierra Army Depot
Fort Sill
Fort Stewart
Tobyhanna Army Depot
Tooele Army Depot
Vint Hill Farms Station
Walter Reed Army Medical Center

DAPC-MSF-S

7 December 1978

SUBJECT: 1978 DOD Personnel Survey--Verification of UIC Assignments
to PSCO

DISTRIBUTION (Cont)

White Sands Missile Range
Fort Leonard Wood
Yuma Proving Ground

Superintendent
US Military Academy, West Point

APPENDIX B
THE QUESTIONNAIRES



1978 Department of Defense SURVEY OF ENLISTED PERSONNEL

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions below before you begin the questionnaire.

NOTICE

This survey is anonymous. Please **do not** write your name on either your questionnaire or return envelope. Be sure to **destroy** the mailing envelope which contains your name and other identification.

Your participation in this survey is voluntary. You are encouraged to provide complete and accurate information, but you are not required to answer any question you consider objectionable.

Your responses to this survey will be combined with similar information from other military personnel and used to prepare a statistical report. The Rand Corporation, a non-profit research company, is under contract to the Assistant Secretary of Defense - Manpower, Reserve Affairs and Logistics and has primary research and analysis responsibility.

If you would like a summary report of the results of this survey, please mail the enclosed postcard.

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a **No. 2 pencil**.
- Make heavy black marks that **fill** the circle for your answer.

Example: Your pay grade is: (Mark one)

☐ E1 ☐ E2 ☐ E3 ☐ E4 ☐ E5 ☒ E6 ☐ E7 ☐ E8 ☐ E9

If your answer is E6, then just fill in the proper circle as shown.

- Sometimes you will be asked to "MARK ALL THAT APPLY." When this instruction appears you may mark **more than one** answer.

Example: Check the list below and mark each location where you have been assigned for six months or longer. (Mark ALL That Apply)

☒ Alaska ☒ Philippines
☐ Hawaii ☐ None of the above
☐ Italy

If your answer is Alaska and the Philippines, then fill in **two** circles.

- Please **do not** make stray marks of any kind.

INCORRECT MARKS CORRECT MARK

- If you are asked to give **numbers** for your answer, please record as shown below.

If your answer is 55 . . .

- Write the numbers in the boxes, making sure that the **last number** is always placed in the **right-hand box**.

- Fill in the **unused** boxes with **zeros**.

- Then, mark the matching circle below **each** box.

0	0	5	5
<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>	1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>	2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>	3 <input type="radio"/>	3 <input type="radio"/>
4 <input type="radio"/>	4 <input type="radio"/>	4 <input type="radio"/>	4 <input type="radio"/>
5 <input type="radio"/>	5 <input checked="" type="radio"/>	5 <input checked="" type="radio"/>	5 <input type="radio"/>
6 <input type="radio"/>	6 <input type="radio"/>	6 <input type="radio"/>	6 <input type="radio"/>
7 <input type="radio"/>	7 <input type="radio"/>	7 <input type="radio"/>	7 <input type="radio"/>
8 <input type="radio"/>	8 <input type="radio"/>	8 <input type="radio"/>	8 <input type="radio"/>
9 <input type="radio"/>	9 <input type="radio"/>	9 <input type="radio"/>	9 <input type="radio"/>

I. MILITARY BACKGROUND

1. Record time began, enter military hour:

Time began:

--	--	--	--

2. In what month are you completing this survey?

January 1979
 February 1979
 March 1979
 April 1979
 May 1979
 June 1979

3. In what service are you now serving?

Army
 Navy
 Marine Corps
 Air Force

4. What is your present pay grade?

E1
 E2
 E3
 E4
 E5
 E6
 E7
 E8
 E9

5. Are you currently assigned to a ship?

Yes
 No

6. Where is your present permanent post, base or duty station? If you are on board ship, indicate the location of your home port. Mark the state or country in the list below.

STATES

01 Alabama
 02 Alaska
 03 Arizona
 04 Arkansas
 05 California
 06 Colorado
 07 Connecticut
 08 Delaware
 09 District of Columbia (D.C.)
 10 Florida
 11 Georgia
 12 Hawaii
 13 Idaho
 14 Illinois
 15 Indiana
 16 Iowa
 17 Kansas
 18 Kentucky
 19 Louisiana
 20 Maine
 21 Maryland
 22 Massachusetts
 23 Michigan
 24 Minnesota
 25 Mississippi
 26 Missouri
 27 Montana
 28 Nebraska
 29 Nevada
 30 New Hampshire
 31 New Jersey
 32 New Mexico
 33 New York
 34 North Carolina
 35 North Dakota
 36 Ohio
 37 Oklahoma
 38 Oregon

39 Pennsylvania
 40 Rhode Island
 41 South Carolina
 42 South Dakota
 43 Tennessee
 44 Texas
 45 Utah
 46 Vermont
 47 Virginia
 48 Washington (State)
 49 West Virginia
 50 Wisconsin
 51 Wyoming

FOREIGN COUNTRIES

52 Africa
 53 Belgium
 54 Caribbean
 55 Diego Garcia
 56 East Asia
 57 Eastern Europe
 58 Germany
 59 Greece
 60 Guam
 61 Iceland
 62 Iran
 63 Italy
 64 Japan or Okinawa
 65 Near East
 66 Netherlands
 67 Panama Canal Zone
 68 Philippines
 69 Portugal
 70 South Korea
 71 Spain
 72 Turkey
 73 United Kingdom
 74 Other overseas location not listed above

7. How do you feel about your current location? Please mark the number which shows your opinion on the line below. For example, people who are Very Satisfied with their current location would mark 7. People who are Very Dissatisfied with their current location would mark 1. Other people may have opinions somewhere between 1 and 7.

VERY DISSATISFIED VERY SATISFIED
 1 — 2 — 3 — 4 — 5 — 6 — 7

8. To the nearest year and month, how long have you been on active duty? (If you had a break in service, count current time and time in previous tours.)

YEARS		MONTHS	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

9. In which enlistment period are you serving? If you received an EXTENSION to your current enlistment period, do not count this as a new enlistment period.

1st If this is your first enlistment, go to Q14 →

2nd _____

3rd _____

4th _____

5th or more _____

CONTINUE with Q10

10. Which of the following did you receive as part of or since your last reenlistment contract? (Mark all that apply)

Proficiency Pay
 Guaranteed Location of Duty Station
 Guaranteed Length of Assignment
 Guaranteed Training or Retraining in a new MOS/RATING/AFSC
 Guaranteed Job Assignment
 Improved Promotion Opportunity
 None of the above

11. Which of the following reenlistment bonuses did you receive at your last enlistment? (Be sure to mark all that apply)

- ☐ I did not receive a reenlistment bonus.
☐ Regular Reenlistment Bonus (RRB)
☐ Selective Reenlistment Bonus (SRB)
☐ Variable Reenlistment Bonus (VRB)
☐ Other Reenlistment Bonus (Record type below)

* IF YOU DID NOT RECEIVE A REENLISTMENT BONUS, GO TO Q14 *

12. What is the total amount, before taxes and other deductions, that you will receive from reenlistment bonuses during your current enlistment?

TOTAL REENLISTMENT BONUS			
\$			
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

13. How much of this reenlistment bonus payment did you receive DURING 1978?

AMOUNT RECEIVED IN 1978				
\$				
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

None

14. How soon will you complete your current enlistment INCLUDING ANY EXTENSIONS YOU HAVE NOW?

Less than 3 months
 At least 3 months but less than 6 months
 At least 6 months but less than 9 months
 At least 9 months but less than 12 months
 At least 1 year but less than 2 years
 At least 2 years but less than 3 years
 At least 3 years or more

II. REENLISTMENT/CAREER INTENT

15. When you finally leave the military, how many total years of service do you expect to have?

NO. OF YEARS	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

16. When you finally leave the military, what pay grade do you think you will have? (Mark one)

ENLISTED GRADES:

WARRANT GRADES:

- ☐ E1 ☐ E6
☐ E2 ☐ E7
☐ E3 ☐ E8
☐ E4 ☐ E9
☐ E5

W1
 W2
 W3
 W4

17. When you finally leave the military, do you plan to join a National Guard or Reserve unit? (Mark one)

- ☐ Definitely Yes
☐ Probably Yes
☐ Probably No
☐ Definitely No
☐ Don't Know/Not Sure

18. Suppose there was a new military program that service personnel could participate in after they leave the military. The program requires that you must keep the military informed of your address and you could be recalled to service in the event of a national emergency. However, you would not be required to attend drills or serve on active duty, unless there was an emergency.

If you were given a bonus of \$200 for each year you participated in this program, how many years would you be willing to stay in this program?

- | | |
|------|-----------|
| None | 4 |
| 1 | 5 |
| 2 | 6 or more |
| 3 | |

19. What are the chances that your next tour of duty will be in an undesirable location? (Mark one)

- Does not apply, I plan to retire.
☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
 Don't know where I'll be assigned next.

20. How likely are you to reenlist at the end of your current term of service? Assume that no Reenlistment Bonus Payments will be given, but that all other special pays which you currently receive are still available. (Mark one)

- Does not apply, I plan to retire. (Go to Q26, page 5)
☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
 Don't know.

21. Think for a minute about the different reenlistment options that are currently available to personnel in your service. If you decided to reenlist at the end of your current term of service, which reenlistment period would you sign up for? (Mark one)

- 2 years
 3 years
 4 years
 5 years
 6 years

*** IF YOU HAVE BEEN ON ACTIVE DUTY
 * 12 YEARS OR MORE, GO TO Q26, PAGE 5 ***

22. How likely would you be to reenlist at the end of your current term if you were guaranteed a choice of location for your next tour? Assume that no Reenlistment Bonus Payments will be given but that all other special pays which you currently receive are still available. (Mark one)

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
 Don't know.

23. How likely would you be to reenlist at the end of your current term if military personnel in your career field received a \$4,000 bonus? (Mark one)

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
☐ Don't know.

24. How likely would you be to reenlist at the end of your current term of service if military personnel in your career field received an \$8,000 bonus? (Mark one)

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
 Don't know.

25. How likely would you be to reenlist at the end of your current term of service if a Two Year Reenlistment Period were available? Assume that no Reenlistment Bonus Payments will be given, but that all other special pays which you currently receive are still available. (Mark one)

(0 in 10) No chance
 (1 in 10) Very slight possibility
 (2 in 10) Slight possibility
 (3 in 10) Some possibility
 (4 in 10) Fair possibility
 (5 in 10) Fairly good possibility
 (6 in 10) Good possibility
 (7 in 10) Probable
 (8 in 10) Very probable
 (9 in 10) Almost sure
 (10 in 10) Certain
 Don't know.

26. In what month and year were you promoted to your present pay grade?

MONTH	YEAR
January	19
February	
March	(0)
April	(1)
May	(2)
June	(3)
July	(4) (4)
August	(5) (5)
September	(6) (6)
October	(7) (7)
November	(8) (8)
December	(9) (9)

27. What do you think your chances are of being promoted to the next higher pay grade? (Mark one)

Does not apply, I plan to retire.

Does not apply, I plan to leave the service soon.

Does not apply, I do not expect any more promotions.

(0 in 10) No chance
 (1 in 10) Very slight possibility
 (2 in 10) Slight possibility
 (3 in 10) Some possibility
 (4 in 10) Fair possibility
 (5 in 10) Fairly good possibility
 (6 in 10) Good possibility
 (7 in 10) Probable
 (8 in 10) Very probable
 (9 in 10) Almost sure
 (10 in 10) Certain
 Don't know.

28. Think for a minute about other military personnel who have the same total years of service that you have. Which of the following statements best describes when you expect your next promotion?

Does not apply, I plan to retire.

Does not apply, I plan to leave the service soon.

Does not apply, I do not expect any more promotions.

EARLIER than most people who have the same total years of service.

AT ABOUT THE SAME TIME as most people who have the same total years of service.

LATER than most people who have the same total years of service.

29. How soon do you expect your next promotion? (Mark one)

Does not apply, I plan to retire.

Does not apply, I plan to leave the service soon.

Does not apply, I do not expect any more promotions.

() Less than 1 year
 () At least 1 year but less than 2 years
 () At least 2 years but less than 3 years
 () At least 3 years but less than 4 years
 () At least 4 years but less than 5 years
 () At least 5 years but less than 6 years
 () 6 or more years
 () Don't know.

30. Suppose you knew that your chances of being promoted to the next higher pay grade were reduced by 50% because of reduced manpower requirements. How likely would you be to reenlist at the end of your current term of service if you knew that your promotion opportunity was reduced?

Does not apply, I plan to retire.

(0 in 10) No chance
 (1 in 10) Very slight possibility
 (2 in 10) Slight possibility
 (3 in 10) Some possibility
 (4 in 10) Fair possibility
 (5 in 10) Fairly good possibility
 (6 in 10) Good possibility
 (7 in 10) Probable
 (8 in 10) Very probable
 (9 in 10) Almost sure
 (10 in 10) Certain
 Don't know.

31. Below are some reasons military personnel may have for leaving the Armed Forces. If you have considered leaving the service at the end of your current term, please mark the three most important reasons why you would leave the service.

Does not apply, I have not considered leaving the service. (Go to Q32)

Does not apply, I plan to retire at the end of my current term. (Go to Q32)

REASONS FOR LEAVING THE SERVICE (Mark only three answers)

- | | |
|--|--|
| Not eligible to reenlist. | Low pay and allowances. |
| Dislike location of my assignments. | Better civilian job opportunities. |
| Frequency of PCS moves. | Reduction in military benefits. |
| Dislike being separated from my family. | Decline in quality of military personnel. |
| My family wants me to leave the service. | Unable to practice my job skills. |
| Disagree with personnel policies. | Bored with my job. |
| Discrimination against military personnel based on race, sex, or rank. | Don't like my job. |
| Not enough opportunity for advancement. | Plan to continue my education / use G.I. 'VEAP benefits. |

III. MILITARY WORK EXPERIENCE

32. Follow the instructions below for your service:

- ARMY:** Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use the first four entries of your MOS. For example, MOS 11B20 would be marked as 11B2.
- NAVY:** Record your current Primary Rating and the first Primary Rating that you received when you entered active duty. Use all four entries of your Rating. For example, GMM3 would be marked as GMM3. BMSN would be marked as BMSN.
- MARINE CORPS:** Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use all four numbers of your MOS. For example, MOS 0311 would be marked 0311.
- AIR FORCE:** Record your current Primary AFSC and the first Primary AFSC that you received when you entered active duty. Use the first four numbers of your AFSC – DO NOT USE LETTERS. For example, AFSC A43130C would be marked as 4313.

INSTRUCTIONS: Write ONE number or letter in each box. Then, mark the matching circle below each box.

A. My current Primary MOS/Rating/AFSC is:

FIRST LETTER/ NUMBER	SECOND LETTER/ NUMBER	THIRD LETTER/ NUMBER	FOURTH LETTER/ NUMBER
A N 0	A N 0	A N 0	A N 0
B O 1	B O 1	B O 1	B O 1
C P 2	C P 2	C P 2	C P 2
D Q 3	D Q 3	D Q 3	D Q 3
E R 4	E R 4	E R 4	E R 4
F S 5	F S 5	F S 5	F S 5
G T 6	G T 6	G T 6	G T 6
H U 7	H U 7	H U 7	H U 7
I V 8	I V 8	I V 8	I V 8
J W 9	J W 9	J W 9	J W 9
K X	K X	K X	K X
L Y	L Y	L Y	L Y
M Z	M Z	M Z	M Z

I don't know my current Primary MOS/Rating/AFSC.

B. My first Primary MOS/Rating/AFSC at entry was:

FIRST LETTER/ NUMBER	SECOND LETTER/ NUMBER	THIRD LETTER/ NUMBER	FOURTH LETTER/ NUMBER
A N 0	A N 0	A N 0	A N 0
B O 1	B O 1	B O 1	B O 1
C P 2	C P 2	C P 2	C P 2
D Q 3	D Q 3	D Q 3	D Q 3
E R 4	E R 4	E R 4	E R 4
F S 5	F S 5	F S 5	F S 5
G T 6	G T 6	G T 6	G T 6
H U 7	H U 7	H U 7	H U 7
I V 8	I V 8	I V 8	I V 8
J W 9	J W 9	J W 9	J W 9
K X	K X	K X	K X
L Y	L Y	L Y	L Y
M Z	M Z	M Z	M Z

I don't know my first Primary MOS/Rating/AFSC.

33. Which of the following best describes the kind of work that you do now? (Mark one)

Most of my time is spent SUPERVISING people.
Most of my time is spent PERFORMING my work skills.

34. LAST MONTH, how much of the time did you work in jobs outside your current Primary MOS/Rating/AFSC?

Most of the time
About half of the time
Some of the time
Very little of the time
None of the time

NOW A FEW QUESTIONS ABOUT YOUR WORK SCHEDULE DURING THE LAST SEVEN DAYS. RECORD YOUR ANSWERS IN CHART NO. 1 BELOW.

During the last 7 days, how many hours did you spend . . .

35. . . . working during regular daytime hours—that is, 6:00 a.m. to 6:00 p.m., Monday through Friday?

36. . . . working during hours OTHER THAN regular daytime hours? Please count hours worked during the EVENINGS, AT NIGHT, ON WEEKENDS AND OTHER HOURS NOT INCLUDING 6:00 a.m. to 6:00 p.m., Monday through Friday.

37. Please add the number of hours listed in Q35 and Q36 and enter in the boxes below for Q37.

CHART NO. 1

35. HOURS WORKED DURING REGULAR DAYTIME HOURS	+	36. HOURS WORKED OTHER THAN REGULAR DAYTIME HOURS	=	37. TOTAL HOURS WORKED LAST WEEK																																																												
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38. Please check: is the number you entered in Q37 the TOTAL NUMBER OF HOURS THAT YOU WORKED DURING THE LAST WEEK? IF NOT, PLEASE CORRECT THE ANSWERS IN THE PRECEDING BOXES FOR Q35, Q36, AND Q37.

39. In the last seven days, how many hours were you on call/on alert status/on a duty roster?

None

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

IV. INDIVIDUAL CHARACTERISTICS

40. Are you male or female?

Male Female

41. How old were you on your last birthday?

AGE LAST BIRTHDAY

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

42. When you FIRST ENTERED ACTIVE SERVICE, how old were you?

AGE AT ENTRY

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

43. When you FIRST ENTERED ACTIVE SERVICE, did you receive an Enlistment Bonus?

Yes
No
I don't remember.

44. What do you consider to be your main racial or ethnic group? (Mark one)

Afro-American/Black/Negro
American Indian/Alaskan Native
Hispanic/Puerto Rican/Mexican/Cuban/Latin/
Chicano/Other Spanish
Oriental/Asian/Chinese/Japanese/Korean/Filipino/
Pacific Islander
White/Caucasian
Other (Specify):

--

45. When you FIRST ENTERED ACTIVE SERVICE, what was your marital status?

Married Separated
Widowed Single, never married
Divorced

46. What is your marital status NOW?

Married Separated
Widowed Single, never married
Divorced

* IF YOU ARE NOT MARRIED NOW, GO TO Q51. *

47. How many years have you been married to your current spouse?

Less than 1 year

NO. YEARS
MARRIED

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

48. How old was your spouse on his or her last birthday?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

49. Has your SPOUSE ever served on active duty in the military service? (Mark all that apply)

No, my spouse has never served.

Yes, my spouse is CURRENTLY SERVING as an:

Enlistee Officer

Yes, my spouse PREVIOUSLY SERVED as an:

Enlistee Officer

What is the highest grade or year of regular school or college that your spouse has completed and gotten credit for?

ELEMENTARY GRADES	HIGH SCHOOL GRADES	COLLEGE-YEARS OF CREDIT
1st	5th	1 5
2nd	6th	2 6
3rd	7th	3 7
4th	8th	4 8 or more

51. When you FIRST ENTERED ACTIVE SERVICE, what was the highest grade or year of regular school or college you had COMPLETED and GOTTEN CREDIT for? (Mark one)

ELEMENTARY GRADES	HIGH SCHOOL GRADES	COLLEGE-YEARS OF CREDIT
1st	5th	9th 1 5
2nd	6th	10th 2 6
3rd	7th	11th 3 7
4th	8th	12th (include GED) 4 8 or more

52. AS OF TODAY, what is your highest education level? (Mark one)

ELEMENTARY GRADES	HIGH SCHOOL GRADES	COLLEGE-YEARS OF CREDIT
1st	5th	9th 1 5
2nd	6th	10th 2 6
3rd	7th	11th 3 7
4th	8th	12th (include GED) 4 8 or more

53. Do you have a GED Certificate or a High School Diploma?

I have a GED Certificate.

I have a High School Diploma.

I do not have a GED Certificate or High School Diploma.

54. How many dependents do you have? Do not include yourself or your spouse.

None	4	8
1	5	9
2	6	10 or more
3	7	

IF NONE, GO TO Q57 BELOW

55. How many of your dependents are children, including stepchildren and adopted children, who are UNDER 14 YEARS OLD?

None	4	8
1	5	9
2	6	10 or more
3	7	

56. How many of your dependents are children, including stepchildren and adopted children, who are 14 YEARS OR OLDER?

None	4	8
1	5	9
2	6	10 or more
3	7	

57. How many people, including your spouse, are living with you now at your current location?

None	4	8
1	5	9
2	6	10 or more
3	7	

V. CURRENT HOUSING ARRANGEMENTS

58. In what type of housing do you currently live? (Mark one)

I live in civilian housing.

I live in the following type of military quarters:

On Board Ship

Open Bay/Troop Barracks

Bachelor Enlisted Quarters (BEQ)

On-Base Military Family Housing

Off-Base Military Family Housing, including
leased and rental guaranteed housing

59. How do you feel about your current housing? (Mark one number on the line below)

VERY
DISSATISFIED

1 — 2 — 3 — 4 — 5 — 6 — 7

VERY
SATISFIED

* IF YOU LIVE IN CIVILIAN HOUSING, GO TO Q61 *

60. Suppose you had to rent civilian housing at your current location — How much do you think you would have to pay PER MONTH, including utilities, for civilian housing in this area? Please give your best estimate.

\$				
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

* IF YOU LIVE IN MILITARY HOUSING, GO TO Q64 *

61. Which of the following best describes your main reason for living in civilian housing? (Mark one)

I am not eligible to live in military housing.

I'm waiting to be assigned to military housing.

Military housing was not available.

I prefer civilian housing.

I have other reasons.

62. Is the CIVILIAN HOUSING that you live in now —

Owned or being bought by you or someone in your household?

Rented for cash?

Occupied without payment of cash rent?

* IF YOU OWN YOUR CURRENT RESIDENCE, GO TO Q64 *

63. LAST MONTH, what did you pay for rent and utilities for the civilian housing that you live in now?

\$				
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

64. How many homes do you own?

None

Two

One

Three or more

* IF YOU DO NOT OWN ANY HOMES, GO TO Q69, PAGE 10 *

THE NEXT FEW QUESTIONS ARE ABOUT THE HOME YOU OWN. IF YOU OWN MORE THAN ONE HOME, ANSWER THE FOLLOWING QUESTIONS ABOUT YOUR MAIN RESIDENCE.

65. In what year did you get this home?

19		
0	0	
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	

66. What was the purchase price of this home?

\$					
0	0	0	0	0	0
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6
7	7	7	7	7	7
8	8	8	8	8	8
9	9	9	9	9	9

67. LAST MONTH, what was your monthly mortgage payment for this home?

\$				
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

68. Were real estate taxes included in the mortgage payment listed in Q67?

Yes

No

VI. MILITARY COMPENSATION AND BENEFITS

69. What is the amount of your MONTHLY basic pay before taxes and other deductions? If you don't know the exact amount, please give your best estimate.

\$				
	0	0	0	0
	1	1	1	1
	2	2	2	2
	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
	9	9	9	9

70. What is the amount of your MONTHLY Basic Allowance for Quarters (BAQ)? BAQ is a cash payment for housing. If you don't know the exact amount, please give your best estimate.

I do not receive a BAQ.

\$				
	0	0	0	0
	1	1	1	1
	2	2	2	2
	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
	9	9	9	9

71. What is the amount of your MONTHLY Basic Allowance for Subsistence (BAS)? BAS is a cash payment for food. If you don't know the exact amount, please give your best estimate.

I do not receive a BAS.

\$				
	0	0	0	0
	1	1	1	1
	2	2	2	2
	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
	9	9	9	9

72. Which of the following special monthly pays or allowances do you currently receive? (Be sure to mark all that apply)

- ☐ I don't receive any special monthly pays.
- ☐ Jump Pay
- ☐ Sea Pay
- ☐ Submarine Pay
- ☐ Flight Pay
- ☐ Foreign Duty Pay
- ☐ Pro Pay
- ☐ COLA (Overseas Cost of Living Allowance)
- ☐ Overseas Special Housing Allowance
- ☐ Other Special Pays or Allowances (Specify Below):

--

* IF YOU DO NOT RECEIVE ANY SPECIAL MONTHLY PAYS, GO TO Q74 *

73. How much money do you currently receive each month, before taxes and other deductions, from the special monthly pays and allowances listed in Q72?

\$				
	0	0	0	0
	1	1	1	1
	2	2	2	2
	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
	9	9	9	9

74. On the average, about how much money do you, your spouse or your dependents spend each month in the military exchanges (e.g. PX, BX, Ship Store, etc.)? Please give your best estimate.

\$				
	0	0	0	0
	1	1	1	1
	2	2	2	2
	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
	9	9	9	9

75. About how much money do you, your spouse or your dependents spend each month in military commissaries? Please give your best estimate.

\$				
	0	0	0	0
	1	1	1	1
	2	2	2	2
	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
	9	9	9	9

76. About how much money do you, your spouse or your dependents spend each month at civilian grocery stores? Please give your best estimate.

\$				
	0	0	0	0
	1	1	1	1
	2	2	2	2
	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
	9	9	9	9

77. Suppose you are assigned to a duty station where Military Medical Services, Military Commissaries and Military Exchanges are not available. At that duty station you would be paid three additional monthly allowances to make up for the lack of these services.

A. How much of an additional monthly allowance do you think would be fair to make up for the lack of **MILITARY MEDICAL SERVICES** at such a location?

FAIR MONTHLY ALLOWANCE FOR MEDICAL SERVICES →

\$			
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	

B. How much of an additional monthly allowance do you think would be fair to make up for the lack of **MILITARY COMMISSARIES** at such a location?

FAIR MONTHLY ALLOWANCE FOR MILITARY COMMISSARIES →

\$			
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	

C. How much of an additional monthly allowance do you think would be fair to make up for the lack of **MILITARY EXCHANGES** at such a location?

FAIR MONTHLY ALLOWANCE FOR MILITARY EXCHANGES →

\$			
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	

78. How much money do you currently contribute each month to the Veteran Education Assistance Program (VEAP)?

- ☐ I am not eligible to participate in VEAP.
☐ I am eligible, but I do not participate in VEAP.
☐ \$50 per month
☐ \$55 per month
☐ \$60 per month
☐ \$65 per month
☐ \$70 per month
☐ \$75 per month

79. During 1978, how much money did your service contribute to pay for your educational expenses at a civilian school?

☐ None

\$			
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

80. AS OF TODAY, how many unused official military leave days do you have?

☐ None

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

81. In the past 5 years—that is from 1974 to now, how many military leave days did you turn in for a cash payment at the time you reenlisted?

☐ Does not apply, I did not reenlist in the past 5 years

☐ None

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

VII. MILITARY RETIREMENT SYSTEM

82. Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50% of their basic pay as retirement benefits.

Suppose you retired with 26 years of service—under the current retirement system, what percent of your basic pay would you receive as retirement pay?

		%
0	0	
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	

83. Suppose you retired with 20 years of service at an E-7 pay grade and you had to choose the way in which your retirement benefits would be paid. Which of the following would you choose? The payments listed below would be the initial payment schedule; however, your future payments would be adjusted for inflation and taxed in the same way as the current retirement system. (Mark one)

- ☐ \$5,800 a year for a lifetime
☐ \$6,600 a year for 20 years
☐ \$9,140 a year for 10 years
☐ \$14,810 a year for 5 years
☐ \$32,350 a year for 2 years
☐ A lump sum of \$56,150 at the time of retirement

84. Suppose the Armed Forces had a different retirement plan in effect at the time you first entered active service. Under this new plan, people who remain in the military for 10 or more years would receive the following two benefits:

- A special lump sum bonus at the time they leave the service. This bonus would be taxed.

AND

- Retirement pay.

If the benefits shown in the chart to the right had been available at the time you first entered active service, how many total years would you have planned to serve in the military? Enter your answer in A. below.

A. Under this plan, I would have planned to serve:

EXPECTED YEARS OF SERVICE: →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

- B. If you had served the number of years you entered in Q84A, what pay grade do you think you would have had when you left the military? (Mark one)

ENLISTED GRADES

- ☐ E1
☐ E2
☐ E3
☐ E4
☐ E5
☐ E6
☐ E7
☐ E8
☐ E9

WARRANT GRADES

- ☐ W1
☐ W2
☐ W3
☐ W4

DESCRIPTION OF DIFFERENT RETIREMENT PLAN

Years of Service	Amount of Lump Sum Bonus You Would Receive At The Time You Retired	Amount of Basic Pay You Would Receive As Retirement Benefits	Age When Retirement Benefits Would Begin
Less than 10	\$ 0	0%	None
10	8,000	20.0%	65 years old
11	10,000	22.5%	65
12	12,000	25.0%	65
13	14,000	27.5%	65
14	16,000	30.0%	65
15	20,000	32.5%	62
16	24,000	35.0%	62
17	28,000	37.5%	62
18	32,000	40.0%	62
19	36,000	42.5%	62
20	40,000	45.0%	60
21	43,000	48.0%	60
22	46,000	51.0%	60
23	49,000	54.0%	60
24	52,000	57.0%	60
25	54,000	60.0%	60
26	56,000	63.0%	60
27	58,000	66.0%	60
28	60,000	69.0%	60
29	62,000	72.0%	60
30	64,000	75.0%	55

85. If you had a choice, which military retirement plan would you choose? (Mark one)

- ☐ Military Retirement Plan Described in Question 84
☐ Current Military Retirement Plan

VIII. CIVILIAN LABOR FORCE EXPERIENCE

86. During 1978, how many hours a week did you spend on the average working at a civilian job or at your own business during your off-duty hours?

None (Go to Q88)

AVERAGE NO.
HOURS PER WEEK

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

87. Altogether in 1978, what was the total amount that you earned, before taxes and other deductions, for working during your off-duty hours?

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

*** IF YOU ARE NOT MARRIED, GO TO Q91 *** →

88. Last week, was your SPOUSE working full-time or part-time, going to school, keeping house, or doing something else? (Mark all that apply)

My Spouse was:

- ☐ In the Armed Forces.
- ☐ Working full-time in civilian job.
- ☐ Working part-time in civilian job.
- ☐ Self-employed in his or her own business.
- ☐ With a job, but not at work because of TEMPORARY illness, vacation, strike, etc.
- ☐ Unemployed, laid off, looking for work.
- ☐ Retired.
- ☐ In school.
- ☐ Keeping house/responsible for child care.
- ☐ Other.

89. In 1978, how many weeks did your SPOUSE work for pay, either full- or part-time, at a civilian job, not counting work around the house? Include weeks that your spouse was on paid vacation and paid sick leave.

None (Go to Q91)

WEEKS

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

90. Altogether in 1978, what was the total amount, before taxes and other deductions, that YOUR SPOUSE earned from a civilian job or his or her own business?

None

CIVILIAN
EARNINGS OF
SPOUSE IN 1978

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

IX. FAMILY RESOURCES

91. During 1978, did you or your spouse receive any income from the following sources? MARK 'YES' OR 'NO' FOR EACH ITEM.

YES NO

- Social Security or Railroad Retirement?
- Supplementary Security Income?
- Public Welfare or Assistance?
- Government Food Stamps?
- Unemployment Compensation or Workmen's Compensation?
- Interest and Dividends on Savings, Stocks, Bonds, or other Investments?
- Pensions from Federal, State or Local Government Employment?
- Pensions from Private Employer or Union?
- Alimony, Child Support or other Regular Contributions from persons not Living in Your Household?
- Anything else not including earnings from wages or salaries?

92. During 1978, how much did you or your spouse receive from the sources listed in Q91? Do not include earnings from wages or salaries in this question. Just give your best estimate.

No income from sources in Q91

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

93. What was your family's **TOTAL INCOME**, before taxes and other deductions, from all military and civilian sources for all of last year — 1978? Please include civilian earnings that you listed in Q87, Q90 and Q92, your yearly military earnings and any other income received in 1978.

1978
TOTAL INCOME

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

94. As of today, what is your estimate of the total amount of outstanding debts that you may have? Exclude any mortgage. (Mark one)

- ☐ No debts
☐ \$1 — \$499
☐ \$500 — \$1,999
☐ \$2,000 — \$4,999
☐ \$5,000 — \$9,999
☐ \$10,000 — \$14,999
☐ \$15,000 or more

95. What would you say is the total value of any savings accounts, checking accounts or cash, U.S. Savings Bonds, stocks or securities that you may have right now? (Mark one)

- ☐ \$0
☐ \$1 — \$499
☐ \$500 — \$1,999
☐ \$2,000 — \$4,999
☐ \$5,000 — \$9,999
☐ \$10,000 — \$14,999
☐ \$15,000 or more

96. Compared to three years ago, is your financial situation now —

- ☐ a lot better than 3 years ago?
☐ somewhat better than 3 years ago?
☐ about the same as 3 years ago?
☐ somewhat worse than 3 years ago?
☐ a lot worse than 3 years ago?

X. CIVILIAN JOB SEARCH

97. In the past 12 months, did you receive any job offers for a civilian job which you could take if you leave the service?

- ☐ Yes
☐ No

98. If you were to leave the service NOW and try to find a civilian job, how likely would you be to find a good civilian job? (Mark one)

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
☐ Don't know.

99. If you left the service right NOW, how much would you expect to earn PER YEAR in wages and salary if you took a full-time civilian job? **DO NOT INCLUDE FRINGE BENEFITS.**

- ☐ I don't know what I can earn in civilian life.

EXPECTED
ANNUAL CIVILIAN
EARNINGS

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

100. Suppose you were to leave the service NOW and try to find a civilian job. How likely would you be to find a civilian job that uses the skills in your military career field?

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
☐ Don't know.

101. Again, suppose that you were to leave the service NOW to take a civilian job. In what state or country would you probably live? PLEASE CHECK THE LIST OF STATE AND FOREIGN COUNTRY CODES IN QUESTION 6 ON PAGE 2 AND RECORD THE NAME OF THE LOCATION AND ITS TWO-DIGIT CODE NUMBER BELOW.

☐ I never thought about a location.

☐ I'd go wherever I could find a job.

NAME OF STATE/COUNTRY

CODE NO.

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

102. If you were to leave the service NOW and take a civilian job, how do you think that job would compare with your present military job in regard to the following work conditions?

WORK CONDITIONS	Civilian Job Would Be <u>A Lot</u> Better	Civilian Job Would Be <u>Slightly</u> Better	About The Same In A Civilian And Military Job	Civilian Job Would Be <u>Slightly</u> Worse	Civilian Job Would Be <u>A Lot</u> Worse
The immediate supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having a say in what happens to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The medical benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance for interesting and challenging work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The wages and salaries.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance for promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opportunities for training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people I work with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work schedule and hours of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The job security.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The equipment I would use on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The location of the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

103. Suppose you left the service NOW. How do you think the total military compensation you are receiving now (pay and benefits) would compare with the total compensation (pay and benefits) you would receive in a civilian job? (Mark one)

- ☐ A lot more in the military
- ☐ A little more in the military
- ☐ About the same in a military and civilian job
- ☐ A little more in civilian life
- ☐ A lot more in civilian life
- ☐ I have no idea what I could earn in civilian life.

NOW, A FEW QUESTIONS ON A DIFFERENT TOPIC . . .

104. How much do you agree or disagree with each of the following statements about military life?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Life in the military is about what I expected it to be.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military personnel in the future will not have as good retirement benefits as I have now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My military pay and benefits will not keep up with inflation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family would be better off if I took a civilian job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

106. Record the time now—enter military hour:

--	--	--	--

107. How long did it take you to complete this questionnaire?

NO. OF MINUTES

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

108. Did you complete this survey during a group administration where other people were taking the same survey?

- ☐ Yes
☐ No

109. Did you complete this survey on your own (off-duty) time or while on-duty?

- ☐ Off-Duty
- ☐ On-Duty
- ☐ Part while on-duty and part while off-duty

110. We're interested in any comments or recommendations you would like to make about military policies—whether or not the topic was covered in this survey. Do you have any comments?

- ☐ Yes—Specify in the space below.
☐ No

[illegible]

**THANK YOU VERY MUCH FOR ANSWERING THIS QUESTIONNAIRE.
PLEASE SEAL THE QUESTIONNAIRE IN THE ENVELOPE PROVIDED.**

OFFICE USE ONLY				
<input type="radio"/> AR	0	0	0	0
<input type="radio"/> NA	1	1	1	1
<input type="radio"/> MC	2	2	2	2
<input type="radio"/> AF	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
	9	9	9	9



1978 Department of Defense SURVEY OF ENLISTED PERSONNEL

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions below before you begin the questionnaire.

NOTICE

This survey is anonymous. Please do not write your name on either your questionnaire or return envelope. Be sure to destroy the mailing envelope which contains your name and other identification.

Your participation in this survey is voluntary. You are encouraged to provide complete and accurate information, but you are not required to answer any question you consider objectionable.

Your responses to this survey will be combined with similar information from other military personnel and used to prepare a statistical report. The Rand Corporation, a non-profit research company, is under contract to the Assistant Secretary of Defense - Manpower, Reserve Affairs and Logistics and has primary research and analysis responsibility.

If you would like a summary report of the results of this survey, please mail the enclosed postcard.

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 pencil.
- Make heavy black marks that fill the circle for your answer.

Example: Your pay grade is: (Mark one)

E1 E2 E3 E4 E5 ☒ E6 E7 E8 E9

If your answer is E6, then just fill in the proper circle as shown.

- Sometimes you will be asked to "MARK ALL THAT APPLY." When this instruction appears you may mark more than one answer.

Example: Check the list below and mark each location where you have been assigned for six months or longer. (Mark ALL That Apply)

☒ Alaska ☒ Philippines
Hawaii None of the above
Italy

If your answer is Alaska and the Philippines, then fill in two circles.

- Please do not make stray marks of any kind.

INCORRECT MARKS CORRECT MARK
✓ • X ○ ●

- If you are asked to give numbers for your answer, please record as shown below.

If your answer is 55 . . .

0	0	5	5
<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	<input type="radio"/>	1	<input type="radio"/>
2	<input type="radio"/>	2	<input type="radio"/>
3	<input type="radio"/>	3	<input type="radio"/>
4	<input type="radio"/>	4	<input type="radio"/>
5	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
6	<input type="radio"/>	6	<input type="radio"/>
7	<input type="radio"/>	7	<input type="radio"/>
8	<input type="radio"/>	8	<input type="radio"/>
9	<input type="radio"/>	9	<input type="radio"/>

- Write the numbers in the boxes, making sure that the last number is always placed in the right-hand box.
- Fill in the unused boxes with zeros.
- Then, mark the matching circle below each box.

I. MILITARY BACKGROUND

--	--	--	--

January 1979
February 1979
March 1979
April 1979
May 1979
June 1979

☐ Army
☐ Navy
☐ Marine Corps
☐ Air Force

E1
E2
E3
E4
E5
E6
E7
E8
E9

MONTH	YEAR	
January		
February		
March	0	0
April	1	1
May	2	2
June	3	3
July	4	4
August	5	5
September	6	6
October	7	7
November		8
December		9

Yes No

☐ 01 Alabama
 ☐ 39 Pennsylvania

☐ 02 Alaska
 ☐ 40 Rhode Island

☐ 03 Arizona
 ☐ 41 South Carolina

☐ 04 Arkansas
 ☐ 42 South Dakota

☐ 05 California
 ☐ 43 Tennessee

☐ 06 Colorado
 ☐ 44 Texas

☐ 07 Connecticut
 ☐ 45 Utah

☐ 08 Delaware
 ☐ 46 Vermont

☐ 09 District of Columbia (D.C.)
 ☐ 47 Virginia

☐ 10 Florida
 ☐ 48 Washington (State)

☐ 11 Georgia
 ☐ 49 West Virginia

☐ 12 Hawaii
 ☐ 50 Wisconsin

☐ 13 Idaho
 ☐ 51 Wyoming

- ☐ 52 Africa
- ☐ 53 Belgium
- ☐ 54 Caribbean
- ☐ 55 Diego Garcia
- ☐ 56 East Asia
- ☐ 57 Eastern Europe
- ☐ 58 Germany
- ☐ 59 Greece
- ☐ 60 Guam
- ☐ 61 Iceland
- ☐ 62 Iran
- ☐ 63 Italy
- ☐ 64 Japan or Okinawa
- ☐ 65 Near East
- ☐ 66 Netherlands
- ☐ 67 Panama Canal Zone
- ☐ 68 Philippines
- ☐ 69 Portugal
- ☐ 70 South Korea
- ☐ 71 Spain
- ☐ 72 Turkey
- ☐ 73 United Kingdom
- ☐ 74 Other overseas location
not listed above

VERY DISSATISFIED 1 2 3 4 5 6 7 VERY SATISFIED

8. In which enlistment period are you serving? If you received an **EXTENSION** to your current enlistment, do not count this as a new enlistment period.

1st
2nd
3rd
4th
5th or more

9. When will you complete your current enlistment, **INCLUDING ANY EXTENSIONS YOU HAVE NOW?**

Less than 3 months
At least 3 months but less than 6 months
At least 6 months but less than 9 months
At least 9 months but less than 12 months
At least 1 year but less than 2 years
At least 2 years but less than 3 years
At least 3 years or more

10. To the nearest year and month, how long have you been on active duty? If you had a break in service, count current time and time in previous tours.

YEARS/MONTHS

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

11. When you finally leave the military, how many total years of service do you expect to have?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

12. When you finally leave the military, what pay grade do you think you will have? (Mark one)

ENLISTED GRADES:

E1
E2
E3
E4
E5
E6
E7
E8
E9

WARRANT GRADES:

W1
W2
W3
W4

13. If you left the service right **NOW**, how much would you expect to earn **PER YEAR** in wages and salary if you took a full-time civilian job? **DO NOT INCLUDE FRINGE BENEFITS** IN YOUR ESTIMATE.

EXPECTED ANNUAL CIVILIAN EARNINGS

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

I don't know what I can earn in civilian life.

II. MILITARY RETIREMENT SYSTEM

14. Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin **immediately** upon retirement and continue for life. People who leave the service with **20 years of service** receive **50% of their basic pay as retirement benefits**.

Suppose you retired with **26 years of service**—under the current retirement system, what percent of your basic pay would you receive as retirement pay?

		%
0	0	
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	

15. Suppose the Armed Forces had a different retirement plan in effect at the time you first entered active service. This new plan would provide the following retirement benefits:

- People with 10 to 29 years of service would receive full retirement pay which would begin at age 60.
- People with 20 to 29 years of service would also receive partial retirement pay from the time they left the service until they reached age 60, when full benefits would begin.
- People with 30 years of service would receive full retirement pay starting immediately upon retirement.

If the benefits shown in the chart to the right had been available at the time you first entered active service, how many total years would you have planned to serve in the military? Enter your answer in A. below.

A. Under this plan, I would have planned to serve:

EXPECTED
YEARS OF
SERVICE: →

0	①
1	②
2	③
3	④
4	⑤
5	⑥
6	⑦
7	⑧
8	⑨
9	⑩

DIFFERENT MILITARY RETIREMENT PLAN

Years of Service	Amount of Basic Pay You Would Receive as Retirement Benefits From the Time You Retired Until Age 60	Amount of Basic Pay You Would Receive as Retirement Benefits After Age 60
Less than 10	0%	0%
10	0%	25.0%
11	0%	27.5%
12	0%	30.0%
13	0%	32.5%
14	0%	35.0%
15	0%	37.5%
16	0%	40.0%
17	0%	42.5%
18	0%	45.0%
19	0%	47.5%
20	25%	50.0%
21	27%	52.5%
22	30%	55.0%
23	34%	57.5%
24	39%	60.0%
25	44%	62.5%
26	50%	65.0%
27	57%	67.5%
28	63%	70.0%
29	69%	72.5%
30	75%	75.0%

- B. If you had served the number of years you entered in Q15A, what pay grade do you think you would have had when you left the military?

ENLISTED GRADES:

- ☐ E1
☐ E2
☐ E3
☐ E4
☐ E5
☐ E6
☐ E7
☐ E8
☐ E9

WARRANT GRADES:

- ☐ W1
☐ W2
☐ W3
☐ W4

16. If you had a choice, which military retirement plan would you choose?

____ Military Retirement Plan described in Q15

____ Current Military Retirement Plan

III. INDIVIDUAL CHARACTERISTICS

17. Are you male or female?

Male
Female

18. How old were you on your last birthday?

AGE LAST
BIRTHDAY →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

19. When you FIRST ENTERED ACTIVE SERVICE, how old were you?

AGE AT
ENTRY →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

20. In what state or foreign country were you living WHEN YOU WERE 16 YEARS OLD? FIND THE STATE OR FOREIGN COUNTRY IN THE CODE LIST IN QUESTION 7 ON PAGE 2 AND ENTER THE NAME OF THE LOCATION AND ITS TWO-DIGIT CODE NUMBER IN THE SPACE BELOW.

NAME OF RESIDENCE AT AGE 16

--	--

CODE

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

21. In what state or foreign country does your immediate family live NOW? FIND THE STATE OR FOREIGN COUNTRY IN THE CODE LIST IN QUESTION 7 AND ENTER THE NAME OF THE LOCATION AND ITS TWO-DIGIT CODE NUMBER IN THE SPACE BELOW.

CURRENT LOCATION OF IMMEDIATE FAMILY

--	--

CODE

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

22. In what type of place were you living WHEN YOU WERE 16 YEARS OLD? MARK ONE CATEGORY THAT COMES CLOSEST TO THAT TYPE OF PLACE.

- ☐ In a large city (over 250,000)
- ☐ In a suburb of a large city
- ☐ In a medium-sized city (50,000-250,000)
- ☐ In a suburb of a medium-sized city
- ☐ In a small city or town (under 50,000)
- ☐ On a farm or ranch
- ☐ In a rural area, but not on a farm or ranch

23. What do you consider to be your main racial or ethnic group? (Mark one)

- ☐ Afro-American/Black/Negro
- ☐ American Indian/Alaskan Native
- ☐ Hispanic/Puerto Rican/Mexican/Cuban/Latin/Chicano/Other Spanish
- ☐ Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander
- ☐ White/Caucasian
- ☐ Other (Specify):

--	--

24. When you FIRST ENTERED ACTIVE SERVICE, what was your marital status?

- ☐ Married
- ☐ Widowed
- ☐ Divorced
- ☐ Separated
- ☐ Single, never married

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RAND CORP SANTA MONICA CA

F/G 5/9

DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL: SURVEY DESIGN AN--ETC(U)

APR 80 Z D DOERING, D W GRISSMER, J A HAWES

MDA903-77-C-0108

UNCLASSIFIED

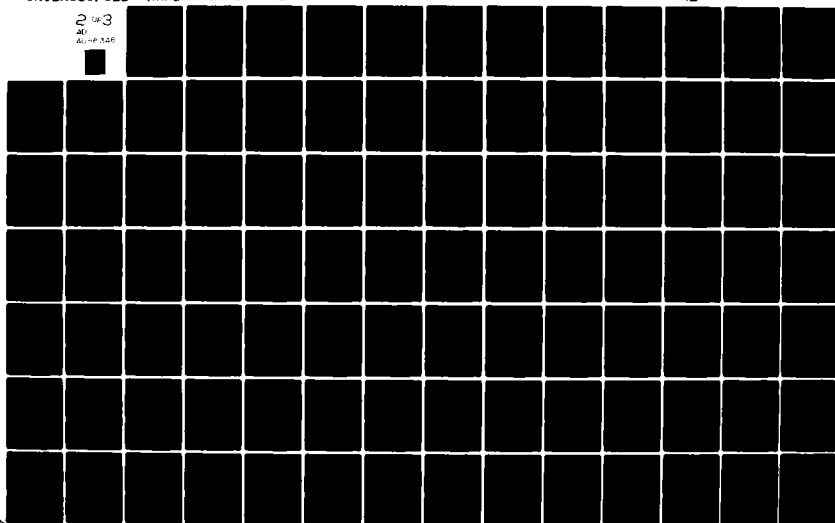
RAND/N-1458-MRAL

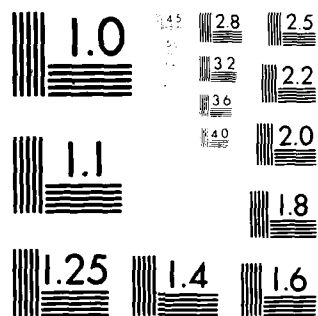
ML

2 of 3

40

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MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

25. What is your marital status NOW?

Married
Widowed
Divorced
Separated
Single, never married

* IF YOU ARE NOT MARRIED, NOW, GO TO Q29 *

26. How many years have you been married to your current spouse?

Less than one year

NO. YEARS
MARRIED

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

27. How old was your spouse on his or her last birthday?

SPOUSE'S
AGE

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

28. What is the highest grade or year of regular school or college that your spouse has completed and gotten credit for? (Mark one)

ELEMENTARY GRADES:	HIGH SCHOOL GRADES:	COLLEGE-YEARS OF CREDIT
1st	9th	1
2nd	10th	2
3rd	11th	3
4th	12th (include GED)	4
5th		5
6th		6
7th		7
8th		8 or more

29. AS OF TODAY, what is the highest grade or year of regular school or college you have completed and gotten credit for? (Mark one)

ELEMENTARY GRADES:	HIGH SCHOOL GRADES:	COLLEGE-YEARS OF CREDIT
1st	9th	1
2nd	10th	2
3rd	11th	3
4th	12th (include GED)	4
5th		5
6th		6
7th		7
8th		8 or more

30. Do you have a GED certificate or a High School Diploma?

- ☐ I have a GED certificate.
☐ I have a High School Diploma.
☐ I do not have a GED certificate or High School Diploma.

PLEASE ANSWER THE NEXT TWO QUESTIONS ABOUT THE MALE AND FEMALE GUARDIANS THAT YOU LIVED WITH MOST OF THE TIME YOU WERE GROWING UP, IF YOU DID NOT LIVE WITH YOUR OWN MOTHER AND FATHER.

31. What is the highest grade or year of regular school or college that your FATHER (or MALE GUARDIAN) has completed and gotten credit for? (Mark one)

ELEMENTARY GRADES:	HIGH SCHOOL GRADES:	COLLEGE-YEARS OF CREDIT
1st	9th	1
2nd	10th	2
3rd	11th	3
4th	12th (include GED)	4
5th		5
6th		6
7th		7
8th		8 or more

32. What is the highest grade or year of regular school or college that your MOTHER (or FEMALE GUARDIAN) has completed and gotten credit for? (Mark one)

ELEMENTARY GRADES:	HIGH SCHOOL GRADES:	COLLEGE-YEARS OF CREDIT
1st	9th	1
2nd	10th	2
3rd	11th	3
4th	12th (include GED)	4
5th		5
6th		6
7th		7
8th		8 or more

33. How many dependents do you have? Do not include yourself or your spouse.

- ☐ None ☐ 3 ☐ 6 ☐ 9
☐ 1 ☐ 4 ☐ 7 ☐ 10 or more
☐ 2 ☐ 5 ☐ 8

* IF NONE, GO TO Q35 *

A. What is the person's relationship to you?

B. Is the person male or female?

C. How old was the person on his or her last birthday? If less than 1 year old, enter '00'.

D. Is the person at your current location?

1. **A. Relationship to you** **B. Sex** **C. Age**

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law ☐ Female

☐ Other relative

D. Is he or she at your current location?

☐ Yes

☐ No

4. **A. Relationship to you** **B. Sex** **C. Age** →

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law

☐ Other relative

D. Is he or she at your current location?

☐ Yes

☐ No

2. **A. Relationship to you** **B. Sex** **C. Age** →

☐ Child (including step or adopted child) ☐ Male ☐ 0

☐ Parent/Parent-in-law ☐ Female ☐ 1

☐ Other relative ☐ 2

☐ 3

☐ 4

☐ 5

☐ 6

☐ 7

☐ 8

☐ 9

D. Is he or she at your current location?

☐ Yes

☐ No

5. **A. Relationship to you** **B. Sex** **C. Age** →

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law

☐ Other relative

D. Is he or she at your current location?

☐ Yes

☐ No

3. **A. Relationship to you** **B. Sex** **C. Age**

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law ☐ Other relative

D. Is he or she at your current location?

☐ Yes ☐ No

6. **A. Relationship to you** **B. Sex** **C. Age**

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law

☐ Other relative

D. Is he or she at your current location?

☐ Yes

☐ No

☐ Does not apply, I don't have a spouse.
 ☐ No, I am not accompanied because my spouse is not authorized at this location. (Go to Q37)
 ☐ No, I am not accompanied for other reasons.
 ☒ Yes, I am accompanied by my spouse. (Go to Q36)

TOTAL FAMILY INCOME - 1978 →

\$					
0	0	0	0	0	0
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6
7	7	7	7	7	7
8	8	8	8	8	8
9	9	9	9	9	9

IV. MILITARY EXPERIENCE OF FAMILY MEMBERS

38. How many members of your immediate family have ever served on active duty in the military? Please count your Father (or male guardian), your Mother (or female guardian), any of your Children and your Brothers or Sisters. Do not count other relatives.

None 1 2 3 4 5 6 7 8 9 10 or more



* IF NONE, GO TO Q40 *

ANSWER QUESTION 39 ONLY IF MEMBERS OF YOUR IMMEDIATE FAMILY HAVE SERVED IN THE MILITARY.

39. Please record the following information about EACH member of your immediate family who has served in the military.

- A. What is the person's relationship to you?
 B. In what service does (or did) the person serve? (Mark all that apply)
 C. How many total years of service does (or did) the person have?

There is space for up to four family members. If there are more, record information about only four in this order:
 Parents — Children — Brothers and Sisters.

1.	2.	3.	4.
A. Relationship to you <input type="checkbox"/> Father/male guardian <input type="checkbox"/> Mother/female guardian <input type="checkbox"/> Child <input type="checkbox"/> Brother <input type="checkbox"/> Sister	A. Relationship to you <input type="checkbox"/> Father/male guardian <input type="checkbox"/> Mother/female guardian <input type="checkbox"/> Child <input type="checkbox"/> Brother <input type="checkbox"/> Sister	A. Relationship to you <input type="checkbox"/> Father/male guardian <input type="checkbox"/> Mother/female guardian <input type="checkbox"/> Child <input type="checkbox"/> Brother <input type="checkbox"/> Sister	A. Relationship to you <input type="checkbox"/> Father/male guardian <input type="checkbox"/> Mother/female guardian <input type="checkbox"/> Child <input type="checkbox"/> Brother <input type="checkbox"/> Sister
B. Service <input type="checkbox"/> Army <input type="checkbox"/> Navy <input type="checkbox"/> Marine Corps <input type="checkbox"/> Air Force	B. Service <input type="checkbox"/> Army <input type="checkbox"/> Navy <input type="checkbox"/> Marine Corps <input type="checkbox"/> Air Force	B. Service <input type="checkbox"/> Army <input type="checkbox"/> Navy <input type="checkbox"/> Marine Corps <input type="checkbox"/> Air Force	B. Service <input type="checkbox"/> Army <input type="checkbox"/> Navy <input type="checkbox"/> Marine Corps <input type="checkbox"/> Air Force
C. Years of Service <input type="checkbox"/> Less than 4 years <input type="checkbox"/> 4-9 years <input type="checkbox"/> 10-19 years <input type="checkbox"/> 20 or more years	C. Years of Service <input type="checkbox"/> Less than 4 years <input type="checkbox"/> 4-9 years <input type="checkbox"/> 10-19 years <input type="checkbox"/> 20 or more years	C. Years of Service <input type="checkbox"/> Less than 4 years <input type="checkbox"/> 4-9 years <input type="checkbox"/> 10-19 years <input type="checkbox"/> 20 or more years	C. Years of Service <input type="checkbox"/> Less than 4 years <input type="checkbox"/> 4-9 years <input type="checkbox"/> 10-19 years <input type="checkbox"/> 20 or more years

V. CURRENT MILITARY ASSIGNMENT

40. As of today, how many months have you been assigned to your present permanent post, base or duty station? Please include any extensions you may have had.

NUMBER MONTHS →

0	0
1	0
2	0
3	0
4	0
5	0
6	0
7	0
8	0
9	0

41. How much longer do you expect to be at your present location? Record the number of months in the boxes below.

NUMBER MONTHS

0	0
1	0
2	0
3	0
4	0
5	0
6	0
7	0
8	0
9	0

42. If you had a choice of extending your tour at your current location, how much longer would you stay there?

- ☐ Does not apply, I don't have a specified tour length.
- ☐ I would not extend my current tour.
- ☐ Stay 12 months beyond my tour.
- ☐ Stay 24 months beyond my tour.
- ☐ Stay 36 months beyond my tour.
- ☐ Stay 48 or more months beyond my tour.

43. How much of a problem is each of the following at your current location?

	A Serious Problem	Somewhat of a Problem	A Slight Problem	Not a Problem	Don't Know
Drug Use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alcohol Use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial Tension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. Think about your PCS move to your present permanent post, base or duty station. For each item below, indicate if it was a serious problem, somewhat of a problem, a slight problem or not a problem.

	A Serious Problem	Somewhat of a Problem	A Slight Problem	Not a Problem	Don't Know	Does Not Apply — (No Spouse or Dependents/Other Reasons)
Adjusting to a higher cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moving and setting up a new household	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paying for unreimbursed moving expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding off-duty employment for yourself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding civilian employment for your spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continuing your education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding permanent housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding shopping areas, recreation facilities, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children adjusting to new environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse adjusting to new environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adjusting yourself to new environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. When you moved to your current location, about how much money did you spend on moving expenses FOR WHICH YOU DID NOT OR WILL NOT GET PAID BACK?

Include unreimbursed expenses for you or your dependents such as: travel, cost of temporary housing, cost of replacing items that were damaged or could not be moved, and all other expenses for moving and setting up a new residence.

Please provide your best estimate.

☐ None

\$

0	1	2	3
4	5	6	7
8	9	0	1
2	3	4	5
6	7	8	9
0	1	2	3
4	5	6	7
8	9	0	1
2	3	4	5
6	7	8	9

46. Before you moved to your current location, how many different location choices did you turn in?

- ☐ None ☐ 2 ☐ 4
☐ 1 ☐ 3 ☐ 5 or more

* IF NONE, GO TO Q48 *

47. When you moved to your current location, which location choice did you actually receive?

- ☐ I was not assigned to any location of my choice.
☐ 1st ☐ 2nd ☐ 3rd ☐ 4th ☐ 5th or more

VI. FUTURE PLANS

48. What are the chances that your next tour of duty will be in an undesirable location? (Mark one)

- ☐ Does not apply, I plan to retire.
- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
☐ Don't know where I'll be assigned next.

49. How likely are you to reenlist at the end of your current term of service? Assume that no Reenlistment Bonus Payments will be given, but that all other special pays which you currently receive are still available. (Mark one)

- ☐ Does not apply, I plan to retire at the end of my current term (Go to Q51)
- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
☐ Don't know.

50. How likely would you be to reenlist at the end of your current term if you could receive guaranteed training in a new career field? Assume that no Reenlistment Bonus Payments will be given, but that all other special pays which you currently receive are still available. (Mark one)

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
☐ Don't know.

VII. PAST MILITARY ASSIGNMENTS

51. Below is a list of locations where military personnel in your service are currently assigned. Check the list for your service and mark each location where you have been assigned for SIX MONTHS OR LONGER.

ARMY LOCATIONS:
(Mark all that apply)

- ☐ 05 ConUS
- ☐ 02 Alaska
- ☐ 03 Belgium
- ☐ 12 Germany
- ☐ 13 Greece
- ☐ 15 Hawaii
- ☐ 17 Iran
- ☐ 18 Italy
- ☐ 19 Japan or Okinawa
- ☐ 24 Panama Canal Zone
- ☐ 26 Portugal
- ☐ 27 South Korea
- ☐ 29 Turkey
- ☐ 30 United Kingdom
- ☐ 31 Other overseas location,
not listed above

NAVY LOCATIONS:
(Mark all that apply)

- ☐ 06 ConUS Afloat
- ☐ 07 ConUS Ashore
- ☐ 02 Alaska
- ☐ 04 Caribbean
- ☐ 08 Diego Garcia
- ☐ 11 Europe Afloat
- ☐ 14 Guam
- ☐ 15 Hawaii
- ☐ 16 Iceland
- ☐ 18 Italy
- ☐ 19 Japan or Okinawa
- ☐ 25 Philippines
- ☐ 26 Portugal
- ☐ 28 Spain
- ☐ 30 United Kingdom
- ☐ 31 Other overseas location,
not listed above

MARINE CORPS LOCATIONS:
(Mark all that apply)

- ☐ 06 ConUS Afloat
- ☐ 07 ConUS Ashore
- ☐ 01 Africa
- ☐ 02 Alaska
- ☐ 04 Caribbean
- ☐ 09 East Asia Afloat
- ☐ 10 Eastern Europe
- ☐ 14 Guam
- ☐ 15 Hawaii
- ☐ 19 Japan or Okinawa
- ☐ 20 NATO Afloat
- ☐ 21 NATO Ashore
- ☐ 22 Near East
- ☐ 25 Philippines
- ☐ 27 South Korea
- ☐ 31 Other overseas location,
not listed above

AIR FORCE LOCATIONS:
(Mark all that apply)

- ☐ 05 ConUS
- ☐ 02 Alaska
- ☐ 12 Germany
- ☐ 13 Greece
- ☐ 14 Guam
- ☐ 15 Hawaii
- ☐ 18 Italy
- ☐ 23 Netherlands
- ☐ 24 Panama Canal Zone
- ☐ 25 Philippines
- ☐ 26 Portugal
- ☐ 27 South Korea
- ☐ 28 Spain
- ☐ 29 Turkey
- ☐ 30 United Kingdom
- ☐ 31 Other overseas location,
not listed above

52. Please review the overseas locations for your service in Q51 and think about having to choose locations for your next overseas assignment. Consider Alaska and Hawaii as overseas locations. Do not include ConUS when you answer A and B below.

A. If you were making a list, which three overseas locations would be your top choices? Record the name and two-digit code of your choices in Chart No. 1 below.

- List your 1st choice in space A.
- List your 2nd choice in space B.
- List your 3rd choice in space C.

CHART NO. 1 – BEST OVERSEAS LOCATIONS

NAME	CODE NO.		
	A	B	C
A. 1st Choice _____			
B. 2nd Choice _____	0	0	0
	1	1	1
	2	2	2
C. 3rd Choice _____	3	3	3
	4	4	4
	5	5	5
	6	6	6
	7	7	7
	8	8	8
	9	9	9

B. Which three overseas locations would be at the bottom of your list? Record the name and two-digit code of the bottom three in Chart No. 2 below.

- List your LAST choice in space Z.
- List your NEXT-TO-LAST choice in space Y.
- List your SECOND-TO-LAST choice in space X.

CHART NO. 2 – WORST OVERSEAS LOCATIONS

NAME	CODE NO.		
	X	Y	Z
X. 2nd to Last Choice _____			
	0	0	0
	1	1	1
	2	2	2
Y. Next to Last Choice _____	3	3	3
	4	4	4
	5	5	5
	6	6	6
	7	7	7
	8	8	8
Z. Last Choice _____	9	9	9

INSTRUCTIONS: Be sure you have recorded the name of the overseas location and its two-digit identification number in the spaces above.

Please read the instructions below before answering Questions 53, 54, 55, and 56.

- These questions are about the locations you listed in Chart No. 1 and Chart No. 2 as the Three Best Overseas Locations and the Three Worst Overseas Locations for your next overseas tour.
- The six locations will be referred to as Locations A, B, C, X, Y, and Z.
- In the next four questions, please assume that:
 - You are on an Accompanied Tour in these areas – if you have a spouse or dependents and they are authorized at the location.
 - At that location, you would receive all other pays and allowances that you get now.

53. How likely would you be to reenlist at the end of your current term if you knew that your next overseas tour would be in the location you listed as A, B, C, X, Y, or Z in Charts No. 1 and No. 2? Record your answers in Chart No. 3 below.

INSTRUCTIONS FOR COMPLETING CHART NO. 3

- Under Column A, mark how likely you would be to reenlist if you knew that your next overseas tour would be in Location A.
- Under Column B, mark how likely you would be to reenlist if you knew that you would be sent to Location B.
- Continue filling out the chart until you have marked your possibility of reenlistment if assigned to each of the six locations.

CHART NO. 3 – POSSIBILITY OF REENLISTMENT IF NEXT OVERSEAS TOUR WAS IN THE FOLLOWING LOCATIONS:

(Mark one in each column)	BEST			WORST		
	A	B	C	X	Y	Z
(0 in 10) No chance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(1 in 10) Very slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(2 in 10) Slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(3 in 10) Some possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(4 in 10) Fair possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(5 in 10) Fairly good possibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(6 in 10) Good possibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(7 in 10) Probable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(8 in 10) Very probable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(9 in 10) Almost sure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(10 in 10) Certain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't know.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54. How likely would you be to reenlist at the end of your current term if you were given a \$200 per month location bonus and you knew that you would be assigned to Location A, B, C, X, Y, or Z? Use Chart No. 4 below to record the possibility of reenlistment for each location. Be sure to fill out Columns A, B, C, X, Y, and Z below.

CHART NO. 4 – POSSIBILITY OF REENLISTMENT IF GIVEN A \$200 PER MONTH LOCATION BONUS AND NEXT OVERSEAS TOUR WAS IN THE FOLLOWING LOCATIONS:

(Mark one in each column)	BEST			WORST		
	A	B	C	X	Y	Z
(0 in 10) No chance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(1 in 10) Very slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(2 in 10) Slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(3 in 10) Some possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(4 in 10) Fair possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(5 in 10) Fairly good possibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(6 in 10) Good possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(7 in 10) Probable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(8 in 10) Very probable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(9 in 10) Almost sure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(10 in 10) Certain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't know.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

55. Now, assume that you are actually assigned to Location A, B, C, X, Y or Z. How likely would you be to extend your tour of duty in these locations for one more year if a one-year location extension were possible? Use Chart No. 5 to record your answers.

CHART NO. 5 – POSSIBILITY OF EXTENDING OVERSEAS TOUR FOR ONE YEAR IN THE FOLLOWING LOCATIONS:

(Mark one in each column)	BEST			WORST		
	A	B	C	X	Y	Z
(0 in 10) No chance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(1 in 10) Very slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(2 in 10) Slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(3 in 10) Some possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(4 in 10) Fair possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(5 in 10) Fairly good possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(6 in 10) Good possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(7 in 10) Probable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(8 in 10) Very probable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(9 in 10) Almost sure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(10 in 10) Certain.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't know.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

56. Again, assume that you are actually assigned to Location A, B, C, X, Y or Z. How likely would you be to extend your tour of duty in these locations for one more year if you were given a \$200 per month location bonus? Use Chart No. 6 to record your answers.

CHART NO. 6 – POSSIBILITY OF EXTENDING OVERSEAS TOUR FOR ONE YEAR IF GIVEN A \$200 PER MONTH LOCATION BONUS:

(Mark one in each column)	BEST			WORST		
	A	B	C	X	Y	Z
(0 in 10) No chance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(1 in 10) Very slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(2 in 10) Slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(3 in 10) Some possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(4 in 10) Fair possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(5 in 10) Fairly good possibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(6 in 10) Good possibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(7 in 10) Probable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(8 in 10) Very probable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(9 in 10) Almost sure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(10 in 10) Certain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't know.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

57. Use the list of overseas locations in Q51 and the instructions below for your service:

ARMY AND AIR FORCE: Please record the name and two-digit code of the **LAST OVERSEAS LOCATION** where you were assigned for six months or longer.

NAVY AND MARINE CORPS: Please record the name and two-digit code of the **LAST OVERSEAS LOCATION** where you had shore duty for six months or longer.

Does not apply, I don't have a previous overseas assignment. (Go to Q59)

NAME OF MY LAST OVERSEAS LOCATION:
(SEE Q51)

CODE NO.

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

- 57A. When did you complete your assignment in the overseas location listed in Q57?

- ☐ Less than 1 year ago
- ☐ At least 1 year, but less than 2 years ago
- ☐ At least 2 years, but less than 3 years ago
- ☐ At least 3 years, but less than 4 years ago
- ☐ 4 or more years ago

58. Were you accompanied by your spouse or dependents at the overseas location you listed in Q57?

- ☐ Does not apply, I do not have a spouse or dependents.

Yes, I was accompanied by my spouse or dependents.

No, I was not accompanied because my spouse or dependents were not authorized at this location.

No, I was not accompanied for other reasons.

THE NEXT QUESTION IS ABOUT YOUR FEELINGS ABOUT THE OVERSEAS LOCATION WHERE YOU ARE NOW OR YOUR LAST OVERSEAS ASSIGNMENT IF YOU ARE IN ConUS NOW.

- 59A. IF YOU ARE CURRENTLY ASSIGNED TO SHORE DUTY IN AN OVERSEAS LOCATION, please rate each of the following items at your current overseas location.

- B. IF YOU ARE NOT CURRENTLY ASSIGNED TO SHORE DUTY IN AN OVERSEAS LOCATION, please rate each of the following items at the overseas location that you listed in Q57.

Does not apply, I was never assigned to shore duty in an overseas location. (Go to Q60)

CHARACTERISTICS OF CURRENT OR LAST OVERSEAS ASSIGNMENT						Does Not Apply, No Spouse or Dependents/ Other Reasons
	Excellent	Good	Fair	Poor	Very Poor	
Climate						
Distance to population centers						
Cost of living.						
Availability of military housing.						
Availability of civilian housing						
Availability of goods and services at the post, base, or duty station						
Recreational facilities						
Attitudes of residents towards Americans						
Availability of civilian work for spouse or dependents						
Quality of schools for dependents						
Availability of medical care for you						
Availability of medical care for spouse or dependents						

60. In the past year, how many months were you completely separated from your spouse or dependents because of your military assignment?

- ☐ Does not apply, I don't have a spouse or dependents.
- ☐ None ☐ 7-8
☐ 1-2 ☐ 9-10
☐ 3-4 ☐ 11-12
☐ 5-6

61. In all the time you have been on active duty, how many times did you move to a new location because of your permanent changes of station (PCS)?

- ☐ 0 ☐ 6
☐ 1 ☐ 7
☐ 2 ☐ 8
☐ 3 ☐ 9
☐ 4 ☐ 10 or more
☐ 5

62. In all the time you've been on active duty, how many times did your spouse or dependents move to a new location because of your permanent changes of station (PCS)?

- ☐ Does not apply, I don't have a spouse or dependents.
- ☐ 0 ☐ 6
☐ 1 ☐ 7
☐ 2 ☐ 8
☐ 3 ☐ 9
☐ 4 ☐ 10 or more
☐ 5

63. In all the time you have been on active duty, how many years have you spent at an overseas location? NAVY AND MARINE CORPS PERSONNEL: Please count total time assigned to both shore and sea duty in overseas locations.

- ☐ No time at an overseas location
- ☐ Less than 1 year

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

64. FOR NAVY AND MARINE CORPS PERSONNEL ONLY: In all the time you have been on active duty, how many years have you been on sea duty?

- ☐ No time on sea duty
- ☐ Less than 1 year

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

VIII. MILITARY ATTITUDE

65. How would you describe the morale of military personnel at your current location? If you are currently assigned to a ship, indicate the morale of personnel on board ship. Mark one number which shows your opinion on the line below.

MORALE IS VERY LOW MORALE IS VERY HIGH

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

66. Approximately how many military personnel are assigned to your present permanent post, base or duty station? Please give your best estimate. (Mark one)

- ☐ Less than 25 military personnel
☐ 25-499 military personnel
☐ 500-1,999 military personnel
☐ 2,000-5,000 military personnel
☐ Over 5,000 military personnel
☐ Don't know/not sure

67. How well do you think most of the military personnel at your present post, base or duty station would perform their wartime mission? Please mark one number to indicate your opinion on the line below.

NOT PERFORM AT ALL PERFORM VERY WELL

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

- ☐ Don't know/no opinion

68. Think for a minute about the most important combat equipment that your post, base or duty station needs to perform its wartime mission. How well would this equipment work in a wartime mission? Please mark one number to indicate your opinion.

NOT PERFORM AT ALL PERFORM VERY WELL

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

- ☐ Don't know/no opinion

IX. MILITARY TRAINING AND WORK EXPERIENCE

69. Follow the instructions below for your service:

- ARMY:** Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use the first four entries of your MOS. For example, MOS 11B20 would be marked as 11B2.
- NAVY:** Record your current Primary Rating and the first Primary Rating that you received when you entered active duty. Use all four entries of your Rating. For example, GMM3 would be marked as GMM3. BMSN would be marked as BMSN.
- MARINE CORPS:** Record your current Primary MOS, and the first Primary MOS that you received when you entered active duty. Use all four numbers of your MOS. For example, MOS 0311 would be marked 0311.
- AIR FORCE:** Record your current Primary AFSC and the first Primary AFSC that you received when you entered active duty. Use the first four numbers of your AFSC – DO NOT USE LETTERS. For example, AFSC A4313OC would be marked as 4313.

INSTRUCTIONS: Write one number or letter in each box. Then, mark the matching circle below each box.

A. My current Primary MOS/Rating/AFSC is:

FIRST LETTER/ NUMBER	SECOND LETTER/ NUMBER	THIRD LETTER/ NUMBER	FOURTH LETTER/ NUMBER
A (N) 0	A (N) 0	A (N) 0	A (N) 0
B (O) 1	B (O) 1	B (O) 1	B (O) 1
C (P) 2	C (P) 2	C (P) 2	C (P) 2
D (Q) 3	D (Q) 3	D (Q) 3	D (Q) 3
E (R) 4	E (R) 4	E (R) 4	E (R) 4
F (S) 5	F (S) 5	F (S) 5	F (S) 5
G (T) 6	G (T) 6	G (T) 6	G (T) 6
H (U) 7	H (U) 7	H (U) 7	H (U) 7
I (V) 8	I (V) 8	I (V) 8	I (V) 8
J (W) 9	J (W) 9	J (W) 9	J (W) 9
K (X)	K (X)	K (X)	K (X)
L (Y)	L (Y)	L (Y)	L (Y)
M (Z)	M (Z)	M (Z)	M (Z)

I don't know my current Primary MOS/Rating/AFSC.

B. My first Primary MOS/Rating/AFSC was:

FIRST LETTER/ NUMBER	SECOND LETTER/ NUMBER	THIRD LETTER/ NUMBER	FOURTH LETTER/ NUMBER
A (N) 0	A (N) 0	A (N) 0	A (N) 0
B (O) 1	B (O) 1	B (O) 1	B (O) 1
C (P) 2	C (P) 2	C (P) 2	C (P) 2
D (Q) 3	D (Q) 3	D (Q) 3	D (Q) 3
E (R) 4	E (R) 4	E (R) 4	E (R) 4
F (S) 5	F (S) 5	F (S) 5	F (S) 5
G (T) 6	G (T) 6	G (T) 6	G (T) 6
H (U) 7	H (U) 7	H (U) 7	H (U) 7
I (V) 8	I (V) 8	I (V) 8	I (V) 8
J (W) 9	J (W) 9	J (W) 9	J (W) 9
K (X)	K (X)	K (X)	K (X)
L (Y)	L (Y)	L (Y)	L (Y)
M (Z)	M (Z)	M (Z)	M (Z)

I don't know my first Primary MOS/Rating/AFSC.

70. Is your current Primary MOS/Rating/AFSC the one to which you were assigned when you FIRST entered active duty?

Yes (Go to Q72, page 15)

No, I was involuntarily reclassified.

No, I have voluntarily changed it.

(Go to Q71)

71. How many years were you assigned to your first Primary MOS/Rating/AFSC before you were reclassified or changed to your current Primary MOS/Rating/AFSC?

Less than 1 year

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

X. AREAS OF MILITARY LIFE

A. INTERGROUP RELATIONS

72. Altogether, how many military personnel are assigned to your primary work unit?

NO. PEOPLE

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

73. About how many of the people in your primary work unit are members of racial or ethnic minority groups?

☐ Most ☐ Some
☐ More than half ☐ A few
☐ About half ☐ None

74. In your primary work unit, how often do people of your own race do each of the following things?

☐ Does not apply, there are no other members of my race in my unit. (Go to Q75)

	Very Often Often Sometimes Seldom Never
Complain about better treatment being given to people of other races or ethnic groups in the Armed Forces . . .	○ ○ ○ ○ ○
Avoid doing things with people of other races or ethnic groups	○ ○ ○ ○ ○
Talk badly or tell racist jokes about people of other races or ethnic groups. ○ ○ ○ ○ ○	○ ○ ○ ○ ○
Talk to each other about the problems of other races or ethnic groups in the Armed Forces	○ ○ ○ ○ ○

75. Leaders of your service have many concerns that compete for their attention and interest. Among these many concerns, how important do you think the subject of equal opportunity and race relations training is to your service leaders?

☐ Very Important
☐ Somewhat Important
☐ Fairly Important
☐ Not Important

76. In general, which of the following statements comes closest to your opinion? (Mark one)

☐ In my service, Blacks are treated A LOT BETTER than Whites.
☐ In my service, Blacks are treated BETTER than Whites.
☐ In my service, Blacks are treated exactly the SAME as Whites.
☐ In my service, Blacks are treated WORSE than Whites.
☐ In my service, Blacks are treated A LOT WORSE than Whites.

77. In your service, which racial group has the best chance for promotion to higher ENLISTED grades? (Mark one)

☐ Whites have the best chance.
☐ Blacks have the best chance.
☐ Other minorities have the best chance.
☐ Chances are equal for all races.

78. At your present post, base, or duty station, have you personally experienced racial or ethnic discrimination in any of the following areas? Mark 'YES' or 'NO' for each.

	YES	NO
Local civilian housing	○	○
Local civilian services in stores, bars, banks, restaurants, etc.	○	○
Exchange services such as snack bar, barber or beauty shops, etc.	○	○
Training and education opportunities.	○	○
Promotion opportunities	○	○
Daily duty assignments	○	○

B. SPECIFIC MILITARY POLICIES

79. During the past year, did you try to solve a complaint, grievance or problem by reporting it to any of the following channels? Mark 'YES' or 'NO' for each.

☐ Does not apply, I did not have a problem.

	YES, USED	NO, DID NOT USE
Chaplain	○	○
Your immediate supervisor.	○	○
Unit complaint officer/NCO.	○	○
Unit commander	○	○
Base commander	○	○
Commander at higher headquarters	○	○
Base/Local inspector for complaints (Inspector General).	○	○
Higher service level Inspector General.	○	○
Armed Forces Disciplinary Control Board.	○	○
Secretary of Military Department	○	○
Councils (Human Relations, NCO, JOC, etc.)	○	○
Equal Opportunity Office	○	○
Congressman	○	○
Other civilian agency or individual.	○	○

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C. WOMEN IN THE MILITARY

80. How much do you agree or disagree with the following statements about women in the military?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Women should be allowed to perform the skills in my primary MOS/Rating/AFSC.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most women have the physical capacity to perform the skills in my primary MOS/Rating/AFSC.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most women have the mental aptitude to perform the skills in my primary MOS/Rating/AFSC.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women should learn to use weapons.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women should be allowed to engage in hand-to-hand combat.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women should be given training and used in combat situations.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

81. How many of the people in your primary work unit are military women?

- ☐ More than half ☐ About half ☐ Some ☐ A few ☐ None

82. How much do you agree or disagree with the following statements about the women in your primary work unit?

- ☐ Does not apply, there are no women in my work unit. (Go to Q83)

In general, women in my present work unit:

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Compared to their male counterparts, are more likely to work outside the career field for which they were trained.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Get their complaints handled faster than men.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have better opportunities for technical training than men.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cannot take criticism or discipline as well as male counterparts.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receive less respect than men do as officers and NCO's.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Are promoted ahead of men even if the man is better qualified.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Will work extra hours when needed.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expect special treatment because they are women.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Can supervise as well as men.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

WE'VE COVERED A LOT OF DIFFERENT TOPICS IN THIS SURVEY. NOW, THERE IS ONE LAST QUESTION ON A DIFFERENT SUBJECT.

83. Taking all things together, how satisfied or dissatisfied are you with the military as a way of life? Mark one number on the line below.

VERY DISSATISFIED VERY SATISFIED

1 — 2 — 3 — 4 — 5 — 6 — 7

84. Record time ended — enter military hour: →

85. How long did it take you to complete this questionnaire? →

NO. MINUTES

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

86. Did you complete this survey during a group administration where other people were taking the same survey?

- ☐ Yes ☐ No

87. Did you complete this survey on your own (off-duty) time or while on-duty?

- Off-Duty
On-Duty
Part while on-duty and part while off-duty

88. We're interested in any comments or recommendations you would like to make about military policies—whether or not the topic was covered in this survey. Do you have any comments?

- ☐ Yes (Please record your comments on a separate sheet and enclose it with the questionnaire.)
☐ No

THANK YOU VERY MUCH FOR ANSWERING THIS QUESTIONNAIRE. PLEASE SEAL THE QUESTIONNAIRE IN THE ENVELOPE PROVIDED.

Official Use Only				
<input type="radio"/> AR	0	0	0	0
<input type="radio"/> NA	1	1	1	1
<input type="radio"/> MC	2	2	2	2
<input type="radio"/> AF	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
	9	9	9	9



1978 Department of Defense SURVEY OF OFFICERS

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions below before you begin the questionnaire.

NOTICE

This survey is anonymous. Please do not write your name on either your questionnaire or return envelope. Be sure to destroy the mailing envelope which contains your name and other identification.

Your participation in this survey is voluntary. You are encouraged to provide complete and accurate information, but you are not required to answer any question you consider objectionable.

Your responses to this survey will be combined with similar information from other military personnel and used to prepare a statistical report. The Rand Corporation, a non-profit research company, is under contract to the Assistant Secretary of Defense - Manpower, Reserve Affairs and Logistics and has primary research and analysis responsibility.

If you would like a summary report of the results of this survey, please mail the enclosed postcard.

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 pencil.
- Make heavy black marks that fill the circle for your answer.

Example: Your pay grade is: (Mark one)

☐ O1 ☐ O2 ☐ O3 ☒ O4 ☐ O5 ☐ O6

If your answer is O4, then just fill in the proper circle as shown.

- Sometimes you will be asked to "MARK ALL THAT APPLY." When this instruction appears you may mark more than one answer.

Example: Check the list below and mark each location where you have been assigned for six months or longer. (Mark ALL That Apply)

☒ Alaska ☒ Philippines
☐ Hawaii ☐ None of the above
☐ Italy

If your answer is Alaska and the Philippines, then fill in two circles.

- Please do not make stray marks of any kind.

INCORRECT MARKS



CORRECT MARK



- If you are asked to give numbers for your answer, please record as shown below.

If your answer is 55 . . . →

- Write the numbers in the boxes, making sure that the last number is always placed in the right-hand box.

- Fill in the unused boxes with zeros.

- Then, mark the matching circle below each box.

0	0	5	5
<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> 1	<input type="radio"/> 1	<input type="radio"/> 1	<input type="radio"/> 1
<input type="radio"/> 2	<input type="radio"/> 2	<input type="radio"/> 2	<input type="radio"/> 2
<input type="radio"/> 3	<input type="radio"/> 3	<input type="radio"/> 3	<input type="radio"/> 3
<input type="radio"/> 4	<input type="radio"/> 4	<input type="radio"/> 4	<input type="radio"/> 4
<input type="radio"/> 5	<input type="radio"/> 5	<input checked="" type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> 6	<input type="radio"/> 6	<input type="radio"/> 6	<input type="radio"/> 6
<input type="radio"/> 7	<input type="radio"/> 7	<input type="radio"/> 7	<input type="radio"/> 7
<input type="radio"/> 8	<input type="radio"/> 8	<input type="radio"/> 8	<input type="radio"/> 8
<input type="radio"/> 9	<input type="radio"/> 9	<input type="radio"/> 9	<input type="radio"/> 9

I. MILITARY BACKGROUND

1. Record time began, enter military hour:

--	--	--	--

2. In what month are you completing this survey?

- ☐ January 1979
☐ February 1979
☐ March 1979
☐ April 1979
☐ May 1979
☐ June 1979

3. In what service are you now serving?

- ☐ Army ☐ Marine Corps
☐ Navy ☐ Air Force

4. What is your present pay grade?

WARRANT GRADES:

- ☐ W1
☐ W2
☐ W3
☐ W4

OFFICER GRADES:

- ☐ O1 ☐ O4
☐ O2 ☐ O5
☐ O3 ☐ O6

5. Through which of the following officer procurement programs did you obtain your commission/warrant?

- ☐ Academy Graduate (USMA, USNA, USAFA)
☐ Limited Duty Officer Program
☐ Officer Candidate School or Officer Training School
☐ ROTC (Regular)
☐ ROTC (Scholarship)
☐ Aviation Officer Candidate or Aviation Cadet
☐ Warrant Officer Program
☐ Direct Appointment from Civilian Status
☐ Reserve Officer Candidate
☐ Platoon Leaders Course/WOC (USMC)
☐ Health Professional Scholarship Program
☐ Medical Specialist Program
☐ Other

6. Officers coming on their first tour of active duty sometimes incur an initial service commitment. Are you presently serving within your INITIAL SERVICE OBLIGATION as a commissioned officer?

- ☐ Does not apply, I did not have an initial obligation.
☐ Yes, I am serving within my INITIAL OBLIGATION.
☐ No, I am serving within the FIRST YEAR AFTER MY INITIAL OBLIGATION.
☐ No, I am serving MORE THAN ONE YEAR BEYOND MY INITIAL OBLIGATION.

7. How many years of obligated service do you have remaining in your present obligation?

- ☐ Does not apply, I do not have a service obligation.
☐ Less than one year
☐ At least 1 year but less than 2 years
☐ At least 2 years but less than 3 years
☐ At least 3 years but less than 4 years
☐ At least 4 years but less than 5 years
☐ 5 years or more

8. Are you currently assigned to a ship?

- ☐ Yes ☐ No

9. Where is your present permanent post, base or duty station? If you are on board ship, indicate the location of your home port. Mark the state or country in the list below.

STATES

- | | |
|--|---|
| <input type="radio"/> 01 Alabama | <input type="radio"/> 39 Pennsylvania |
| <input type="radio"/> 02 Alaska | <input type="radio"/> 40 Rhode Island |
| <input type="radio"/> 03 Arizona | <input type="radio"/> 41 South Carolina |
| <input type="radio"/> 04 Arkansas | <input type="radio"/> 42 South Dakota |
| <input type="radio"/> 05 California | <input type="radio"/> 43 Tennessee |
| <input type="radio"/> 06 Colorado | <input type="radio"/> 44 Texas |
| <input type="radio"/> 07 Connecticut | <input type="radio"/> 45 Utah |
| <input type="radio"/> 08 Delaware | <input type="radio"/> 46 Vermont |
| <input type="radio"/> 09 District of Columbia (D.C.) | <input type="radio"/> 47 Virginia |
| <input type="radio"/> 10 Florida | <input type="radio"/> 48 Washington (State) |
| <input type="radio"/> 11 Georgia | <input type="radio"/> 49 West Virginia |
| <input type="radio"/> 12 Hawaii | <input type="radio"/> 50 Wisconsin |
| <input type="radio"/> 13 Idaho | <input type="radio"/> 51 Wyoming |
| <input type="radio"/> 14 Illinois | |
| <input type="radio"/> 15 Indiana | |
| <input type="radio"/> 16 Iowa | |
| <input type="radio"/> 17 Kansas | |
| <input type="radio"/> 18 Kentucky | |
| <input type="radio"/> 19 Louisiana | |
| <input type="radio"/> 20 Maine | |
| <input type="radio"/> 21 Maryland | |
| <input type="radio"/> 22 Massachusetts | |
| <input type="radio"/> 23 Michigan | |
| <input type="radio"/> 24 Minnesota | |
| <input type="radio"/> 25 Mississippi | |
| <input type="radio"/> 26 Missouri | |
| <input type="radio"/> 27 Montana | |
| <input type="radio"/> 28 Nebraska | |
| <input type="radio"/> 29 Nevada | |
| <input type="radio"/> 30 New Hampshire | |
| <input type="radio"/> 31 New Jersey | |
| <input type="radio"/> 32 New Mexico | |
| <input type="radio"/> 33 New York | |
| <input type="radio"/> 34 North Carolina | |
| <input type="radio"/> 35 North Dakota | |
| <input type="radio"/> 36 Ohio | |
| <input type="radio"/> 37 Oklahoma | |
| <input type="radio"/> 38 Oregon | |

FOREIGN COUNTRIES

- ☐ 52 Africa
☐ 53 Belgium
☐ 54 Caribbean
☐ 55 Diego Garcia
☐ 56 East Asia
☐ 57 Eastern Europe
☐ 58 Germany
☐ 59 Greece
☐ 60 Guam
☐ 61 Iceland
☐ 62 Iran
☐ 63 Italy
☐ 64 Japan or Okinawa
☐ 65 Near East
☐ 66 Netherlands
☐ 67 Panama Canal Zone
☐ 68 Philippines
☐ 69 Portugal
☐ 70 South Korea
☐ 71 Spain
☐ 72 Turkey
☐ 73 United Kingdom
☐ 74 Other overseas location not listed above

10. How do you feel about your current location? Please mark the number which shows your opinion on the line below. For example, people who are Very Satisfied with their current location would mark 7. People who are Very Dissatisfied with their current location would mark 1. Other people may have opinions somewhere between 1 and 7.

VERY DISSATISFIED VERY SATISFIED

1 — 2 — 3 — 4 — 5 — 6 — 7

11. To the nearest year and month, how long have you been on active duty? If you had a break in service, count current time and time in previous tours. Count time spent at a military academy and prior enlisted service.

YEARS-MONTHS

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

II. SERVICE PLANS

12. When you finally leave the military, how many total years of service do you expect to have? NO. YEARS

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

13. When you finally leave the military, what pay grade do you think you will have? (Mark one)

WARRANT GRADES:

- ☐ W1
☐ W2
☐ W3
☐ W4

OFFICER GRADES:

- ☐ O1 ☐ O6
☐ O2 ☐ O7
☐ O3 ☐ O8
☐ O4 ☐ O9
☐ O5 ☐ O10

14. When you finally leave the military, do you plan to join a National Guard or Reserve unit? (Mark one)

- ☐ Definitely Yes
☐ Probably Yes
☐ Probably No
☐ Definitely No
☐ Don't Know/Not Sure

15. Suppose there was a new military program that service personnel could participate in after they leave the military. The program requires that you must keep the military informed of your address and you could be recalled to service in the event of a national emergency. However, you would not be required to attend drills or serve on active duty, unless there was an emergency.

If you were given a bonus of \$200 for each year that you participated in this program, how many years would you be willing to stay in this program?

- ☐ None
☐ 1 year
☐ 2 years
☐ 3 years
☐ 4 years
☐ 5 years
☐ 6 or more years

16. What are the chances that your next tour of duty will be in an undesirable location? (Mark one)

- ☐ Does not apply, I plan to retire.
- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
- ☐ Don't know where I'll be assigned next.

17. In what month and year were you appointed to your present pay grade?

MONTH	YEAR		
<input type="radio"/> January	19 <table border="1"><tr><td></td><td></td></tr></table>		
<input type="radio"/> February			
<input type="radio"/> March	<table border="1"><tr><td>9</td></tr></table>	9	
9			
<input type="radio"/> April	<table border="1"><tr><td>1</td></tr></table>	1	
1			
<input type="radio"/> May	<table border="1"><tr><td>2</td></tr></table>	2	
2			
<input type="radio"/> June	<table border="1"><tr><td>3</td></tr></table>	3	
3			
<input type="radio"/> July	<table border="1"><tr><td>4</td></tr></table>	4	
4			
<input type="radio"/> August	<table border="1"><tr><td>5</td></tr></table>	5	
5			
<input type="radio"/> September	<table border="1"><tr><td>6</td></tr></table>	6	
6			
<input type="radio"/> October	<table border="1"><tr><td>7</td></tr></table>	7	
7			
<input type="radio"/> November	<table border="1"><tr><td>8</td></tr></table>	8	
8			
<input type="radio"/> December	<table border="1"><tr><td>9</td></tr></table>	9	
9			

18. What do you think your chances are of being appointed to the next higher pay grade? (Mark one)

- ☐ Does not apply, I plan to retire.
- ☐ Does not apply, I plan to leave the service.
- ☐ Does not apply, I do not expect any more promotions.
- ☐ (0 in 10) No chance
- ☐ (1 in 10) Very slight possibility
- ☐ (2 in 10) Slight possibility
- ☐ (3 in 10) Some possibility
- ☐ (4 in 10) Fair possibility
- ☐ (5 in 10) Fairly good possibility
- ☐ (6 in 10) Good possibility
- ☐ (7 in 10) Probable
- ☐ (8 in 10) Very probable
- ☐ (9 in 10) Almost sure
- ☐ (10 in 10) Certain
- ☐ Don't know.

19. Think for a minute about other military personnel who have the same total years of service that you have. Which of the following statements best describes when you expect your next promotion? (Mark one)

- ☐ Does not apply, I plan to retire.
- ☐ Does not apply, I plan to leave the service soon.
- ☐ Does not apply, I do not expect any more promotions.
- ☐ EARLIER than most people who have the same total years of service.
- ☐ AT ABOUT THE SAME TIME as most people who have the same total years of service.
- ☐ LATER than most people who have the same total years of service.

20. How soon do you expect your next promotion? (Mark one)

- ☐ Does not apply, I plan to retire.
- ☐ Does not apply, I plan to leave the service soon.
- ☐ Does not apply, I do not expect any more promotions.
- ☐ Less than 1 year
- ☐ At least 1 year but less than 2 years
- ☐ At least 2 years but less than 3 years
- ☐ At least 3 years but less than 4 years
- ☐ At least 4 years but less than 5 years
- ☐ At least 5 years but less than 6 years
- ☐ 6 or more years
- ☐ Don't know.

21. Suppose you knew that your chances of being appointed to the next higher pay grade were reduced by 50% because of reduced manpower requirements. How likely would you be to remain in the service if you knew that your promotion opportunity was reduced? (Mark one)

- ☐ (0 in 10) No chance
- ☐ (1 in 10) Very slight possibility
- ☐ (2 in 10) Slight possibility
- ☐ (3 in 10) Some possibility
- ☐ (4 in 10) Fair possibility
- ☐ (5 in 10) Fairly good possibility
- ☐ (6 in 10) Good possibility
- ☐ (7 in 10) Probable
- ☐ (8 in 10) Very probable
- ☐ (9 in 10) Almost sure
- ☐ (10 in 10) Certain
- ☐ Don't know.

22. Below are some reasons military personnel may have for leaving the Armed Forces. If you have considered leaving the service in the near future, please mark the three most important reasons why you would leave the service.

☐ Does not apply, I plan to retire. (Go to Q23)

☐ Does not apply, I have not considered leaving the service. (Go to Q23)

REASONS FOR LEAVING THE SERVICE (Mark only three reasons)

- | | |
|--|--|
| <input type="checkbox"/> Being forced out | <input type="checkbox"/> Better civilian job opportunities |
| <input type="checkbox"/> Dislike location of my assignments | <input type="checkbox"/> Reduction of military benefits |
| <input type="checkbox"/> Frequency of PCS moves | <input type="checkbox"/> Decline in quality of personnel |
| <input type="checkbox"/> Dislike being separated from my family | <input type="checkbox"/> Unable to practice my job skills |
| <input type="checkbox"/> My family wants me to leave the service | <input type="checkbox"/> Bored with my job |
| <input type="checkbox"/> Disagree with personnel policies | <input type="checkbox"/> Don't like my job |
| <input type="checkbox"/> Not enough personal freedom | <input type="checkbox"/> Unreasonable work schedules and long hours of work |
| <input type="checkbox"/> Discrimination against military personnel based on race, sex, or rank | <input type="checkbox"/> Plan to continue my education/ use G.I./VEAP benefits |
| <input type="checkbox"/> Not enough opportunity for advancement | |
| <input type="checkbox"/> Low pay and allowances | |

III. MILITARY WORK EXPERIENCE

23. Follow the instructions below for your service:

ARMY: Record your current Primary Specialty and the first Primary Specialty (or MOS) that you received when you entered active duty. For your Specialty Code, use the first two numbers and the letter. For example, Specialty 63A would be marked as 63A. Do not make any marks for the fourth letter/number. If you received a MOS when you entered the service, record the first four entries of the MOS. For example, MOS 11B20 would be marked as 11B2.

NAVY: Record your current Primary Designator and the first Primary Designator that you received when you entered active duty. Use all four digits of your Designator. For example, Designator 8518 would be marked as 8518.

MARINE CORPS: Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use all four numbers of your MOS. For example, MOS 8301 would be marked as 8301.

AIR FORCE: Record your current Primary AFSC and the first Primary AFSC that you received when you entered active duty. Use the first four numbers of your AFSC—DO NOT USE LETTERS. For example, AFSC A43130C would be marked as 4313.

INSTRUCTIONS: Write ONE number or letter in each box. Then mark the matching circle below each box.

A. My current Primary Specialty/Designator/MOS/AFSC is:

FIRST LETTER/ NUMBER	SECOND LETTER/ NUMBER	THIRD LETTER/ NUMBER	FOURTH LETTER/ NUMBER
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="radio"/> A	<input type="radio"/> A	<input type="radio"/> A	<input type="radio"/> A
<input type="radio"/> B	<input type="radio"/> B	<input type="radio"/> B	<input type="radio"/> B
<input type="radio"/> C	<input type="radio"/> C	<input type="radio"/> C	<input type="radio"/> C
<input type="radio"/> D	<input type="radio"/> D	<input type="radio"/> D	<input type="radio"/> D
<input type="radio"/> E	<input type="radio"/> E	<input type="radio"/> E	<input type="radio"/> E
<input type="radio"/> F	<input type="radio"/> F	<input type="radio"/> F	<input type="radio"/> F
<input type="radio"/> G	<input type="radio"/> G	<input type="radio"/> G	<input type="radio"/> G
<input type="radio"/> H	<input type="radio"/> H	<input type="radio"/> H	<input type="radio"/> H
<input type="radio"/> I	<input type="radio"/> I	<input type="radio"/> I	<input type="radio"/> I
<input type="radio"/> J	<input type="radio"/> J	<input type="radio"/> J	<input type="radio"/> J
<input type="radio"/> K	<input type="radio"/> K	<input type="radio"/> K	<input type="radio"/> K
<input type="radio"/> L	<input type="radio"/> L	<input type="radio"/> L	<input type="radio"/> L
<input type="radio"/> M	<input type="radio"/> M	<input type="radio"/> M	<input type="radio"/> M
<input type="radio"/> N	<input type="radio"/> N	<input type="radio"/> N	<input type="radio"/> N
<input type="radio"/> O	<input type="radio"/> O	<input type="radio"/> O	<input type="radio"/> O
<input type="radio"/> 1	<input type="radio"/> 1	<input type="radio"/> 1	<input type="radio"/> 1
<input type="radio"/> 2	<input type="radio"/> 2	<input type="radio"/> 2	<input type="radio"/> 2
<input type="radio"/> 3	<input type="radio"/> 3	<input type="radio"/> 3	<input type="radio"/> 3
<input type="radio"/> 4	<input type="radio"/> 4	<input type="radio"/> 4	<input type="radio"/> 4
<input type="radio"/> 5	<input type="radio"/> 5	<input type="radio"/> 5	<input type="radio"/> 5
<input type="radio"/> 6	<input type="radio"/> 6	<input type="radio"/> 6	<input type="radio"/> 6
<input type="radio"/> 7	<input type="radio"/> 7	<input type="radio"/> 7	<input type="radio"/> 7
<input type="radio"/> 8	<input type="radio"/> 8	<input type="radio"/> 8	<input type="radio"/> 8
<input type="radio"/> 9	<input type="radio"/> 9	<input type="radio"/> 9	<input type="radio"/> 9
<input type="radio"/> X	<input type="radio"/> X	<input type="radio"/> X	<input type="radio"/> X
<input type="radio"/> Y	<input type="radio"/> Y	<input type="radio"/> Y	<input type="radio"/> Y
<input type="radio"/> Z	<input type="radio"/> Z	<input type="radio"/> Z	<input type="radio"/> Z

☐ I don't know my current Primary Specialty/Designator/MOS/AFSC.

B. My first Primary Specialty/Designator/MOS/AFSC at entry was:

FIRST LETTER/ NUMBER	SECOND LETTER/ NUMBER	THIRD LETTER/ NUMBER	FOURTH LETTER/ NUMBER
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="radio"/> A	<input type="radio"/> A	<input type="radio"/> A	<input type="radio"/> A
<input type="radio"/> B	<input type="radio"/> B	<input type="radio"/> B	<input type="radio"/> B
<input type="radio"/> C	<input type="radio"/> C	<input type="radio"/> C	<input type="radio"/> C
<input type="radio"/> D	<input type="radio"/> D	<input type="radio"/> D	<input type="radio"/> D
<input type="radio"/> E	<input type="radio"/> E	<input type="radio"/> E	<input type="radio"/> E
<input type="radio"/> F	<input type="radio"/> F	<input type="radio"/> F	<input type="radio"/> F
<input type="radio"/> G	<input type="radio"/> G	<input type="radio"/> G	<input type="radio"/> G
<input type="radio"/> H	<input type="radio"/> H	<input type="radio"/> H	<input type="radio"/> H
<input type="radio"/> I	<input type="radio"/> I	<input type="radio"/> I	<input type="radio"/> I
<input type="radio"/> J	<input type="radio"/> J	<input type="radio"/> J	<input type="radio"/> J
<input type="radio"/> K	<input type="radio"/> K	<input type="radio"/> K	<input type="radio"/> K
<input type="radio"/> L	<input type="radio"/> L	<input type="radio"/> L	<input type="radio"/> L
<input type="radio"/> M	<input type="radio"/> M	<input type="radio"/> M	<input type="radio"/> M
<input type="radio"/> N	<input type="radio"/> N	<input type="radio"/> N	<input type="radio"/> N
<input type="radio"/> O	<input type="radio"/> O	<input type="radio"/> O	<input type="radio"/> O
<input type="radio"/> 1	<input type="radio"/> 1	<input type="radio"/> 1	<input type="radio"/> 1
<input type="radio"/> 2	<input type="radio"/> 2	<input type="radio"/> 2	<input type="radio"/> 2
<input type="radio"/> 3	<input type="radio"/> 3	<input type="radio"/> 3	<input type="radio"/> 3
<input type="radio"/> 4	<input type="radio"/> 4	<input type="radio"/> 4	<input type="radio"/> 4
<input type="radio"/> 5	<input type="radio"/> 5	<input type="radio"/> 5	<input type="radio"/> 5
<input type="radio"/> 6	<input type="radio"/> 6	<input type="radio"/> 6	<input type="radio"/> 6
<input type="radio"/> 7	<input type="radio"/> 7	<input type="radio"/> 7	<input type="radio"/> 7
<input type="radio"/> 8	<input type="radio"/> 8	<input type="radio"/> 8	<input type="radio"/> 8
<input type="radio"/> 9	<input type="radio"/> 9	<input type="radio"/> 9	<input type="radio"/> 9
<input type="radio"/> X	<input type="radio"/> X	<input type="radio"/> X	<input type="radio"/> X
<input type="radio"/> Y	<input type="radio"/> Y	<input type="radio"/> Y	<input type="radio"/> Y
<input type="radio"/> Z	<input type="radio"/> Z	<input type="radio"/> Z	<input type="radio"/> Z

☐ I don't know my first Primary Specialty/Designator/MOS/AFSC.

24. LAST MONTH, how much of the time did you work in jobs outside your current Primary Specialty/Designator/MOS/AFSC?

- ☐ Most of the time
☐ About half of the time
☐ Some of the time
☐ Very little of the time
☐ None of the time

NOW A FEW QUESTIONS ABOUT YOUR WORK SCHEDULE DURING THE LAST SEVEN DAYS. RECORD YOUR ANSWERS IN CHART NO. 1 BELOW.

During the last 7 days, how many hours did you spend . . .

25. . . . working during regular daytime hours — that is, 6:00 a.m. to 6:00 p.m., Monday through Friday?

26. . . . working during hours OTHER THAN regular daytime hours? Please count hours worked during the EVENINGS, AT NIGHT, ON WEEKENDS AND OTHER HOURS NOT INCLUDING 6:00 a.m. to 6:00 p.m., Monday through Friday.

27. Please add the number of hours listed in Q25 and Q26 and enter in the boxes below for Q27.

CHART NO. 1

25. HOURS WORKED DURING REGULAR DAYTIME HOURS	+	26. HOURS WORKED OTHER THAN REGULAR DAYTIME HOURS	=	27. TOTAL HOURS WORKED LAST WEEK
<div style="border: 1px solid black; padding: 2px; display: inline-block;">00</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">00</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">00</div>
<div style="border: 1px solid black; padding: 2px; display: inline-block;">11</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">11</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">11</div>
<div style="border: 1px solid black; padding: 2px; display: inline-block;">22</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">22</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">22</div>
<div style="border: 1px solid black; padding: 2px; display: inline-block;">33</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">33</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">33</div>
<div style="border: 1px solid black; padding: 2px; display: inline-block;">44</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">44</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">44</div>
<div style="border: 1px solid black; padding: 2px; display: inline-block;">55</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">55</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">55</div>
<div style="border: 1px solid black; padding: 2px; display: inline-block;">66</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">66</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">66</div>
<div style="border: 1px solid black; padding: 2px; display: inline-block;">77</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">77</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">77</div>
<div style="border: 1px solid black; padding: 2px; display: inline-block;">88</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">88</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">88</div>
<div style="border: 1px solid black; padding: 2px; display: inline-block;">99</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">99</div>		<div style="border: 1px solid black; padding: 2px; display: inline-block;">99</div>

28. Please check: is the number you entered in Q27 the TOTAL NUMBER OF HOURS THAT YOU WORKED DURING THE LAST WEEK? IF NOT, PLEASE CORRECT THE ANSWERS IN THE PRECEDING BOXES FOR Q25, Q26, AND Q27.

29. In the last seven days, how many hours were you on call/on alert status/on a duty roster? →

☐ None

00

11

22

33

44

55

66

77

88

99

IV. INDIVIDUAL CHARACTERISTICS

30. Are you male or female?

- ☐ Male
☐ Female

31. How old were you on your last birthday?

AGE LAST BIRTHDAY: →

00

11

22

33

44

55

66

77

88

99

32. When you FIRST ENTERED ACTIVE SERVICE, how old were you? Count time spent at a military academy and prior enlisted service as active duty.

AGE AT ENTRY: →

00

11

22

33

44

55

66

77

88

99

33. What do you consider to be your main racial or ethnic group? (Mark one)

- ☐ Afro-American/Black/Negro
☐ American Indian/Alaskan Native
☐ Hispanic/Puerto Rican/Mexican/Cuban/Latin/Chicano/Other Spanish
☐ Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander
☐ White/Caucasian
☐ Other (Specify):

34. When you FIRST ENTERED ACTIVE SERVICE, what was your marital status? Count time spent at a military academy and prior enlisted service as active duty.

- ☐ Married
☐ Widowed
☐ Divorced
☐ Separated
☐ Single, never married

35. What is your marital status NOW?

- ☐ Married
☐ Widowed
☐ Divorced
☐ Separated
☐ Single, never married

* IF YOU ARE NOT MARRIED NOW, GO TO Q40 *

36. How many years have you been married to your current spouse?

- ☐ Less than 1 year

NO. YEARS
MARRIED

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

37. How old was your spouse on his or her last birthday?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

38. Has your SPOUSE ever served on active duty in the military service? (Mark all that apply)

- ☐ No, my spouse has NEVER SERVED.

Yes, my spouse is CURRENTLY SERVING as an:

- ☐ Enlistee
☐ Officer

Yes, my spouse PREVIOUSLY SERVED as an:

- ☐ Enlistee
☐ Officer

39. What is the highest grade or year of regular school or college that your spouse has completed and gotten credit for? (Mark one)

ELEMENTARY GRADES		HIGH SCHOOL GRADES	COLLEGE-YEARS OF CREDIT	
<input type="radio"/> 1st	<input type="radio"/> 5th	<input type="radio"/> 9th	<input type="radio"/> 1	<input type="radio"/> 5
<input type="radio"/> 2nd	<input type="radio"/> 6th	<input type="radio"/> 10th	<input type="radio"/> 2	<input type="radio"/> 6
<input type="radio"/> 3rd	<input type="radio"/> 7th	<input type="radio"/> 11th	<input type="radio"/> 3	<input type="radio"/> 7
<input type="radio"/> 4th	<input type="radio"/> 8th	<input type="radio"/> 12th (include GED)	<input type="radio"/> 4	<input type="radio"/> 8 or more

40. When you FIRST ENTERED ACTIVE SERVICE, what was the highest grade or year of regular school or college you had COMPLETED and GOTTEN CREDIT for? Count time spent at a military academy and prior enlisted service as active duty. (Mark one)

ELEMENTARY GRADES		HIGH SCHOOL GRADES	COLLEGE-YEARS OF CREDIT	
<input type="radio"/> 1st	<input type="radio"/> 5th	<input type="radio"/> 9th	<input type="radio"/> 1	<input type="radio"/> 5
<input type="radio"/> 2nd	<input type="radio"/> 6th	<input type="radio"/> 10th	<input type="radio"/> 2	<input type="radio"/> 6
<input type="radio"/> 3rd	<input type="radio"/> 7th	<input type="radio"/> 11th	<input type="radio"/> 3	<input type="radio"/> 7
<input type="radio"/> 4th	<input type="radio"/> 8th	<input type="radio"/> 12th (include GED)	<input type="radio"/> 4	<input type="radio"/> 8 or more

41. AS OF TODAY, what is your highest education level? (Mark one)

ELEMENTARY GRADES		HIGH SCHOOL GRADES	COLLEGE-YEARS OF CREDIT	
<input type="radio"/> 1st	<input type="radio"/> 5th	<input type="radio"/> 9th	<input type="radio"/> 1	<input type="radio"/> 5
<input type="radio"/> 2nd	<input type="radio"/> 6th	<input type="radio"/> 10th	<input type="radio"/> 2	<input type="radio"/> 6
<input type="radio"/> 3rd	<input type="radio"/> 7th	<input type="radio"/> 11th	<input type="radio"/> 3	<input type="radio"/> 7
<input type="radio"/> 4th	<input type="radio"/> 8th	<input type="radio"/> 12th (include GED)	<input type="radio"/> 4	<input type="radio"/> 8 or more

42. When you FIRST ENTERED ACTIVE SERVICE, what was the highest degree or diploma that you had? DO NOT INCLUDE DEGREES FROM TECHNICAL, TRADE OR VOCATIONAL SCHOOLS. Count time spent at a military academy and prior enlisted service as active duty. (Mark one)

- ☐ No Degree or Diploma
☐ GED Certificate
☐ High School Diploma
☐ Associate/Junior College Degree
☐ Bachelor's Degree (BA/BS)
☐ Master's Degree (MA/MS)
☐ Doctoral Degree (PhD/MD/LLB)
☐ Other Degree not listed above

43. AS OF TODAY, what is the highest degree or diploma that you hold? DO NOT INCLUDE DEGREES FROM TECHNICAL, TRADE OR VOCATIONAL SCHOOLS. (Mark one)

☐ No Degree or Diploma
☐ GED Certificate
☐ High School Diploma
☐ Associate/Junior College Degree
☐ Bachelor's Degree (BA/BS)
☐ Master's Degree (MA/MS)
☐ Doctoral Degree (PhD/MD/LLB)
☐ Other Degree not listed above

44. How many dependents do you have? Do not include yourself or your spouse.

☐ None ☐ 6
☐ 1 ☐ 7
☐ 2 ☐ 8
☐ 3 ☐ 9
☐ 4 ☐ 10 or more
☐ 5

* IF NONE, GO TO Q47 BELOW *

45. How many of your dependents are children, including stepchildren and adopted children, who are UNDER 14 YEARS OLD?

☐ None ☐ 6
☐ 1 ☐ 7
☐ 2 ☐ 8
☐ 3 ☐ 9
☐ 4 ☐ 10 or more
☐ 5

46. How many of your dependents are children, including stepchildren and adopted children, who are 14 YEARS OR OLDER?

☐ None ☐ 6
☐ 1 ☐ 7
☐ 2 ☐ 8
☐ 3 ☐ 9
☐ 4 ☐ 10 or more
☐ 5

47. How many people, including your spouse, are living with you now at your current location?

☐ None ☐ 6
☐ 1 ☐ 7
☐ 2 ☐ 8
☐ 3 ☐ 9
☐ 4 ☐ 10 or more
☐ 5

V. CURRENT HOUSING ARRANGEMENTS

48. In what type of housing do you currently live? (Mark one)

☐ I live in civilian housing.
 I live in the following type of military quarters:
☐ On Board Ship
☐ Open Bay/Troop Barracks
☐ Bachelor Officer Quarters (BOQ)
☐ On-Base Military Family Housing
☐ Off-Base Military Family Housing, including leased and rental guaranteed housing

49. How do you feel about your current housing? Mark one number on the line below.

VERY
DISSATISFIED 1 — 2 — 3 — 4 — 5 — 6 — 7 VERY
SATISFIED

* IF YOU LIVE IN CIVILIAN HOUSING, GO TO Q51 *

50. Suppose you had to rent civilian housing at your current location — How much do you think you would have to pay PER MONTH, including utilities, for civilian housing in this area? Please give your best estimate.

\$				
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

* IF YOU LIVE IN MILITARY HOUSING, GO TO QUESTION 54 *

51. Which of the following best describes your main reason for living in civilian housing? (Mark one)

☐ I am not eligible to live in military housing.
☐ I'm waiting to be assigned to military housing.
☐ Military housing was not available.
☐ I prefer civilian housing.
☐ I have other reasons.

52. Is the CIVILIAN HOUSING that you live in now —

☐ Owned or being bought by you or someone in your household?
☐ Rented for cash?
☐ Occupied without payment of cash rent?

* IF YOU OWN YOUR CURRENT HOUSING, GO TO Q54 *

53. LAST MONTH, what did you pay for rent and utilities for the civilian housing that you live in now?

\$				
	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

54. How many homes do you own?

- ☐ None
☐ One
☐ Two
☐ Three or more

* IF NONE, GO TO Q59 *

THE NEXT FEW QUESTIONS ARE ABOUT THE HOME YOU OWN. IF YOU OWN MORE THAN ONE HOME, ANSWER THE FOLLOWING QUESTIONS ABOUT YOUR MAIN RESIDENCE.

55. In what year did you get that home?

19

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

56. What was the purchase price of this home?

\$				
	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

57. LAST MONTH, what was your monthly mortgage payment for this home?

\$				
	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

58. Were real estate taxes included in the mortgage payment listed in Q57?

- ☐ Yes ☐ No

VI. MILITARY COMPENSATION AND BENEFITS

59. What is the amount of your MONTHLY basic pay before taxes and other deductions? If you don't know the exact amount, please give your best estimate.

\$				
	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

60. What is the amount of your MONTHLY Basic Allowance for Quarters (BAQ)? BAQ is a cash payment for housing. If you don't know the exact amount, please give your best estimate.

- ☐ I do not receive a BAQ.

\$				
	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

61. What is the amount of your MONTHLY Basic Allowance for Subsistence (BAS)? BAS is a cash payment for food. If you don't know the exact amount, please give your best estimate.

- ☐ I do not receive a BAS.

\$				
	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

62. What is the amount of the **MONTHLY Federal Tax Advantage** of your **Quarters and Food Allowances (BAS AND BAQ)**? If you don't know the exact amount, please give your best estimate.

- ☐ I never heard of the Federal Tax Advantage.
- ☐ I don't know the amount of the Federal Tax Advantage.

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

63. Which of the following special monthly pays or allowances do you currently receive? Be sure to mark all that apply.

- ☐ I don't receive any special monthly pays.
- ☐ Jump Pay
- ☐ Sea Pay
- ☐ Submarine Pay
- ☐ Flight Pay
- ☐ Foreign Duty Pay
- ☐ Pro Pay
- ☐ COLA (Overseas Cost of Living Allowance)
- ☐ Overseas Special Housing Allowance
- ☐ Other Special Pays or Allowances (Specify):

--

* IF YOU DO NOT RECEIVE ANY SPECIAL PAYS, *
GO TO Q65

64. How much do you currently receive each month, before taxes and other deductions, from the special monthly pays and allowances listed in Q63?

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

65. On the average, about how much money do you, your spouse or your dependents spend each month in the military exchanges (e.g., PX, BX, Ship Store, etc.)? Please give your best estimate.

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

66. About how much money do you, your spouse, or your dependents spend each month in military commissaries? Please give your best estimate.

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

67. About how much money do you, your spouse, or your dependents spend each month at CIVILIAN grocery stores? Please give your best estimate.

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

68. Suppose you are assigned to a duty station where Military Medical Services, Military Commissaries and Military Exchanges are not available. At that duty station you would be paid three additional monthly allowances to make up for the lack of these services.

A. How much of an additional monthly allowance do you think would be fair to make up for the lack of **MILITARY MEDICAL SERVICES** at such a location?

FAIR MONTHLY ALLOWANCE FOR MEDICAL SERVICES →

\$			
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	

B. How much of an additional monthly allowance do you think would be fair to make up for the lack of **MILITARY COMMISSARIES** at such a location?

FAIR MONTHLY ALLOWANCE FOR MILITARY COMMISSARIES →

\$			
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	

C. How much of an additional monthly allowance do you think would be fair to make up for the lack of **MILITARY EXCHANGES** at such a location?

FAIR MONTHLY ALLOWANCE FOR MILITARY EXCHANGES →

\$			
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	

69. How much money do you currently contribute each month to the Veteran Education Assistance Program (VEAP)?

- ☐ I am not eligible to participate in VEAP.
☐ I am eligible, but I do not participate in VEAP.
☐ \$50 per month
☐ \$55 per month
☐ \$60 per month
☐ \$65 per month
☐ \$70 per month
☐ \$75 per month

70. During 1978, how much money did your service contribute to pay for your educational expenses at a civilian school?

☐ None

\$			
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

71. AS OF TODAY, how many unused official military leave days do you have?

☐ None

NO. UNUSED LEAVE DAYS →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

72. In the part 5 years—that is from 1974 to now, how many military leave days did you lose because you were not able to get time off from your military assignment?

None

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

VII. MILITARY RETIREMENT SYSTEM

73. Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50% of their basic pay as retirement benefits.

Suppose you retired with 26 years of service—under the current retirement system, what percent of your basic pay would you receive as retirement pay?

		%
0	0	
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	

74. Suppose you retired with 20 years of service at an O-5 pay grade and you had to choose the way in which your retirement benefits would be paid. Which of the following would you choose? The payments listed below would be the initial payment schedule; however, your future payments would be adjusted for inflation and taxed in the same way as the current retirement system. (Mark one)

- ☐ \$12,630 a year for a lifetime
☐ \$14,200 a year for 20 years
☐ \$19,670 a year for 10 years
☐ \$31,890 a year for 5 years
☐ \$69,650 a year for 2 years
☐ A lump sum of \$120,870 at the time of retirement

75. Suppose the Armed Forces had a different retirement plan in effect at the time you first entered active duty. Under this new plan, people who remain in the military for 10 or more years would receive the following two benefits:

- A special lump sum bonus at the time they leave the service. This bonus would be taxed.

AND

- Retirement pay.

If the benefits shown in the chart to the right had been available at the time you first entered active duty, how many total years would you have planned to serve in the military? Enter your answer in A. below.

A. Under this plan, I would have planned to serve:

EXPECTED YEARS OF SERVICE: →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

- B. If you had served the number of years you entered in Q75A, what pay grade do you think you would have had when you left the military? (Mark one)

WARRANT GRADES

- ☐ W1
☐ W2
☐ W3
☐ W4

OFFICER GRADES

- ☐ O1
☐ O2
☐ O3
☐ O4
☐ O5
☐ O6
☐ O7
☐ O8
☐ O9
☐ O10

DESCRIPTION OF DIFFERENT RETIREMENT PLAN

Years of Service	Amount of Lump Sum Bonus You Would Receive At The Time You Retired	Amount of Basic Pay You Would Receive As Retirement Benefits	Age When Retirement Benefits Would Begin
Less than 10	\$ 0	0%	None
10	16,000	20.0%	65 years old
11	20,000	22.5%	65
12	24,000	25.0%	65
13	30,000	27.5%	65
14	36,000	30.0%	65
15	44,000	32.5%	62
16	52,000	35.0%	62
17	60,000	37.5%	62
18	68,000	40.0%	62
19	76,000	42.5%	62
20	84,000	45.0%	60
21	92,000	48.0%	60
22	100,000	51.0%	60
23	108,000	54.0%	60
24	114,000	57.0%	60
25	120,000	60.0%	60
26	124,000	63.0%	60
27	128,000	66.0%	60
28	132,000	69.0%	60
29	136,000	72.0%	60
30	140,000	75.0%	55

76. If you had a choice, which military retirement plan would you choose? (Mark one)

- ☐ Military Retirement Plan described in Question 75
☐ Current Military Retirement Plan

VIII. CIVILIAN LABOR FORCE EXPERIENCE

77. During 1978, how many hours a week did you spend on the average working at a civilian job or at your own business during your off-duty hours?

☐ None (Go to Q79)

AVERAGE NO.
HOURS PER WEEK

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

78. Altogether in 1978, what was the total amount that you earned, before taxes and other deductions, for working during your off-duty hours?

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

*** IF YOU ARE NOT MARRIED, GO TO Q82 *** →

79. Last week, was your SPOUSE working full-time or part-time, going to school, keeping house, or doing something else? (Mark all that apply)

My Spouse was:

- ☐ In the Armed Forces.
☐ Working full-time in civilian job.
☐ Working part-time in civilian job.
☐ Self-employed in his or her own business.
☐ With a job, but not at work because of TEMPORARY illness, vacation, strike, etc.
☐ Unemployed, laid off, looking for work.
☐ Retired.
☐ In school.
☐ Keeping house/responsible for child care.
☐ Other.

80. In 1978, how many weeks did your SPOUSE work for pay, either full- or part-time, at a civilian job, not counting work around the house? Include weeks that your spouse was on paid vacation and paid sick leave.

☐ None (Go to Q82)

WEEKS

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

81. Altogether in 1978, what was the total amount, before taxes and other deductions, that YOUR SPOUSE earned from a civilian job or his or her own business?

None

CIVILIAN
EARNINGS OF
SPOUSE IN 1978

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

IX. FAMILY RESOURCES

82. During 1978, did you or your spouse receive any income from the following sources? MARK 'YES' OR 'NO' FOR EACH ITEM.

YES NO

- Social Security or Railroad Retirement?
 Supplementary Security Income?
 Public Welfare or Assistance?
 Government Food Stamps?
 Unemployment Compensation or Workmen's Compensation?
 Interest and Dividends on Savings, Stocks, Bonds, or other Investments?
 Pensions from Federal, State or Local Government Employment?
 Pensions from Private Employer or Union?
 Alimony, Child Support or other Regular Contributions from persons not Living in Your Household?
 Anything else not including earnings from wages or salaries?

83. During 1978, how much did you or your spouse receive from the sources listed in Q82? Do not include earnings from wages or salaries in this question. Just give your best estimate.

☐ No income from sources in Q82

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

84. What was your family's **TOTAL INCOME**, before taxes and other deductions, from all military and civilian sources for all of last year — 1978? Please include civilian earnings that you listed in Q78, Q81 and Q83, your yearly military earnings and any other income received in 1978.

1978
TOTAL INCOME

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

85. As of today, what is your estimate of the total amount of outstanding debts that you may have? Exclude any mortgage. (Mark one)

- ☐ No debts
☐ \$1 — \$499
☐ \$500 — \$1,999
☐ \$2,000 — \$4,999
☐ \$5,000 — \$9,999
☐ \$10,000 — \$14,999
☐ \$15,000 or more

86. What would you say is the total value of any savings accounts, checking accounts or cash, U.S. Savings Bonds, stocks or securities that you may have right now? (Mark one)

- ☐ \$0
☐ \$1 — \$499
☐ \$500 — \$1,999
☐ \$2,000 — \$4,999
☐ \$5,000 — \$9,999
☐ \$10,000 — \$14,999
☐ \$15,000 or more

87. Compared to three years ago, is your financial situation now —

- ☐ a lot better than 3 years ago?
☐ somewhat better than 3 years ago?
☐ about the same as 3 years ago?
☐ somewhat worse than 3 years ago?
☐ a lot worse than 3 years ago?

X. CIVILIAN JOB SEARCH

88. In the past 12 months, did you receive any job offers for a civilian job which you could take if you leave the service?

☐ Yes
☐ No

89. If you were to leave the service NOW and try to find a civilian job, how likely would you be to find a good civilian job? (Mark one)

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
☐ Don't know.

90. If you left the service right NOW, how much would you expect to earn PER YEAR in wages and salary if you took a full-time civilian job? **DO NOT INCLUDE FRINGE BENEFITS.**

- ☐ I don't know what I can earn in civilian life.

EXPECTED
ANNUAL CIVILIAN
EARNINGS

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

91. Suppose you were to leave the service NOW and try to find a civilian job. How likely would you be to find a civilian job that uses the skills in your military career field?

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
☐ Don't know.

92. Again, suppose that you were to leave the service NOW to take a civilian job. In what state or country would you probably live? PLEASE CHECK THE LIST OF STATE AND FOREIGN COUNTRY CODES IN QUESTION 9 ON PAGE 2 AND RECORD THE NAME OF THE LOCATION AND ITS TWO-DIGIT CODE NUMBER BELOW.

☐ I never thought about a location.

☐ I'd go wherever I could find a job.

NAME OF STATE/COUNTRY

CODE NO.

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

93. If you were to leave the service NOW and take a civilian job, how do you think that job would compare with your present military job in regard to the following work conditions?

WORK CONDITIONS	Civilian Job Would Be A Lot Better	Civilian Job Would Be Slightly Better	About The Same In A Civilian And Military Job	Civilian Job Would Be Slightly Worse	Civilian Job Would Be A Lot Worse
The immediate supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having a say in what happens to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The medical benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance for interesting and challenging work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The wages and salaries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance for promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opportunities for training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people I work with	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work schedule and hours of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The equipment I would use on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The location of the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

94. Suppose you left the service NOW. How do you think the total military compensation you are receiving now (pay and benefits) would compare with the total compensation (pay and benefits) you would receive in a civilian job? (Mark one)

- ☐ A lot more in the military
- ☐ A little more in the military
- ☐ About the same in a military and civilian job
- ☐ A little more in civilian life
- ☐ A lot more in civilian life
- ☐ I have no idea what I could earn in civilian life.

NOW, A FEW QUESTIONS ON A DIFFERENT TOPIC . . .

95. How much do you agree or disagree with each of the following statements about military life?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Life in the military is about what I expected it to be.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military personnel in the future will not have as good retirement benefits as I have now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My military pay and benefits will not keep up with inflation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family would be better off if I took a civilian job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



1978 Department of Defense SURVEY OF OFFICERS

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions below before you begin the questionnaire.

NOTICE

This survey is anonymous. Please do not write your name on either your questionnaire or return envelope. Be sure to destroy the mailing envelope which contains your name and other identification.

Your participation in this survey is voluntary. You are encouraged to provide complete and accurate information, but you are not required to answer any question you consider objectionable.

Your responses to this survey will be combined with similar information from other military personnel and used to prepare a statistical report. The Rand Corporation, a non-profit research company, is under contract to the Assistant Secretary of Defense - Manpower, Reserve Affairs and Logistics and has primary research and analysis responsibility.

If you would like a summary report of the results of this survey, please mail the enclosed postcard.

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 pencil.
- Make heavy black marks that fill the circle for your answer.

Example: Your pay grade is: (Mark one)

☐ O1 ☐ O2 ☐ O3 ☒ O4 ☐ O5 ☐ O6

If your answer is O4, then just fill in the proper circle as shown.

- Sometimes you will be asked to "MARK ALL THAT APPLY." When this instruction appears you may mark more than one answer.

Example: Check the list below and mark each location where you have been assigned for six months or longer. (Mark ALL That Apply)

☒ Alaska ☒ Philippines
☐ Hawaii ☐ None of the above
☐ Italy

If your answer is Alaska and the Philippines, then fill in two circles.

- Please do not make stray marks of any kind.

INCORRECT MARKS

✓ X O

CORRECT MARK

☒

- If you are asked to give numbers for your answer, please record as shown below.

If your answer is 55 . . .

- Write the numbers in the boxes, making sure that the last number is always placed in the right-hand box.

- Fill in the unused boxes with zeros.

- Then, mark the matching circle below each box.

0	0	5	5
<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	<input type="radio"/>	1	<input type="radio"/>
2	<input type="radio"/>	2	<input type="radio"/>
3	<input type="radio"/>	3	<input type="radio"/>
4	<input type="radio"/>	4	<input type="radio"/>
5	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
6	<input type="radio"/>	6	<input type="radio"/>
7	<input type="radio"/>	7	<input type="radio"/>
8	<input type="radio"/>	8	<input type="radio"/>
9	<input type="radio"/>	9	<input type="radio"/>

I. MILITARY BACKGROUND

1. Record time began, enter military hour:

--	--	--	--

2. In what month are you completing this survey?

- ☐ January 1979
☐ February 1979
☐ March 1979
☐ April 1979
☐ May 1979
☐ June 1979

3. In what service are you now serving?

- ☐ Army
☐ Navy
☐ Marine Corps
☐ Air Force

4. What is your present pay grade?

WARRANT GRADES:

- ☐ W1
☐ W2
☐ W3
☐ W4

OFFICER GRADES:

- ☐ O1
☐ O2
☐ O3
☐ O4
☐ O5
☐ O6

5. In what month and year were you appointed to your present pay grade?

MONTH

- ☐ January
☐ February
☐ March
☐ April
☐ May
☐ June
☐ July
☐ August
☐ September
☐ October
☐ November
☐ December

YEAR

8	8
1	1
2	2
3	3
4	4
5	5
6	6
7	7
	8
	9

6. Are you currently assigned to a ship?

- ☐ Yes ☐ No

7. Where is your present permanent post, base or duty station? If you are on board ship, indicate the location of your home port. Mark the state or country in the list below.

STATES

- | | |
|--|---|
| <input type="radio"/> 01 Alabama | <input type="radio"/> 39 Pennsylvania |
| <input type="radio"/> 02 Alaska | <input type="radio"/> 40 Rhode Island |
| <input type="radio"/> 03 Arizona | <input type="radio"/> 41 South Carolina |
| <input type="radio"/> 04 Arkansas | <input type="radio"/> 42 South Dakota |
| <input type="radio"/> 05 California | <input type="radio"/> 43 Tennessee |
| <input type="radio"/> 06 Colorado | <input type="radio"/> 44 Texas |
| <input type="radio"/> 07 Connecticut | <input type="radio"/> 45 Utah |
| <input type="radio"/> 08 Delaware | <input type="radio"/> 46 Vermont |
| <input type="radio"/> 09 District of Columbia (D.C.) | <input type="radio"/> 47 Virginia |
| <input type="radio"/> 10 Florida | <input type="radio"/> 48 Washington (State) |
| <input type="radio"/> 11 Georgia | <input type="radio"/> 49 West Virginia |
| <input type="radio"/> 12 Hawaii | <input type="radio"/> 50 Wisconsin |
| <input type="radio"/> 13 Idaho | <input type="radio"/> 51 Wyoming |
| <input type="radio"/> 14 Illinois | |
| <input type="radio"/> 15 Indiana | |
| <input type="radio"/> 16 Iowa | |
| <input type="radio"/> 17 Kansas | |
| <input type="radio"/> 18 Kentucky | |
| <input type="radio"/> 19 Louisiana | |
| <input type="radio"/> 20 Maine | |
| <input type="radio"/> 21 Maryland | |
| <input type="radio"/> 22 Massachusetts | |
| <input type="radio"/> 23 Michigan | |
| <input type="radio"/> 24 Minnesota | |
| <input type="radio"/> 25 Mississippi | |
| <input type="radio"/> 26 Missouri | |
| <input type="radio"/> 27 Montana | |
| <input type="radio"/> 28 Nebraska | |
| <input type="radio"/> 29 Nevada | |
| <input type="radio"/> 30 New Hampshire | |
| <input type="radio"/> 31 New Jersey | |
| <input type="radio"/> 32 New Mexico | |
| <input type="radio"/> 33 New York | |
| <input type="radio"/> 34 North Carolina | |
| <input type="radio"/> 35 North Dakota | |
| <input type="radio"/> 36 Ohio | |
| <input type="radio"/> 37 Oklahoma | |
| <input type="radio"/> 38 Oregon | |

FOREIGN COUNTRIES

- ☐ 52 Africa
☐ 53 Belgium
☐ 54 Caribbean
☐ 55 Diego Garcia
☐ 56 East Asia
☐ 57 Eastern Europe
☐ 58 Germany
☐ 59 Greece
☐ 60 Guam
☐ 61 Iceland
☐ 62 Iran
☐ 63 Italy
☐ 64 Japan or Okinawa
☐ 65 Near East
☐ 66 Netherlands
☐ 67 Panama Canal Zone
☐ 68 Philippines
☐ 69 Portugal
☐ 70 South Korea
☐ 71 Spain
☐ 72 Turkey
☐ 73 United Kingdom
☐ 74 Other overseas location not listed above

7a. How do you feel about your current location? Please mark the number which shows your opinion on the line below. For example, people who are Very Satisfied with their current location would mark 7. Others who are Very Dissatisfied with their current location would mark 1. Some other people may have opinions somewhere between 1 and 7.

VERY
DISSATISFIED

1	2	3	4	5	6	7
---	---	---	---	---	---	---

VERY
SATISFIED

8. Through which of the following officer procurement programs did you obtain your commission/warrant?

- ☐ Academy Graduate (USMA, USNA, USAFA)
☐ Limited Duty Officer Program
☐ Officer Candidate School or Officer Training School
☐ ROTC (Regular)
☐ ROTC (Scholarship)
☐ Aviation Officer Candidate or Aviation Cadet
☐ Warrant Officer Program
☐ Direct Appointment from Civilian Status
☐ Reserve Officer Candidate
☐ Platoon Leaders Course/WOC (USMC)
☐ Health Professional Scholarship Program
☐ Medical Specialist Program
☐ Other

9. Officers coming on their first tour of active duty sometimes incur an initial service commitment. Are you presently serving within your INITIAL SERVICE OBLIGATION as a commissioned officer?

- ☐ Does not apply, I did not have an initial obligation.
☐ Yes, I am serving within my INITIAL OBLIGATION.
☐ No, I am serving within the FIRST YEAR AFTER MY INITIAL OBLIGATION.
☐ No, I am serving MORE THAN ONE YEAR BEYOND MY INITIAL OBLIGATION.

10. How many years of obligated service do you have remaining in your present obligation?

- ☐ Does not apply, I do not have a service obligation.
☐ Less than 1 year
☐ At least 1 year but less than 2 years
☐ At least 2 years but less than 3 years
☐ At least 3 years but less than 4 years
☐ At least 4 years but less than 5 years
☐ 5 years or more

11. To the nearest year and month, how long have you been on active duty? If you had a break in service, count current time and time in previous tours. Count time spent at a military academy and prior enlisted service.

YEARS/MONTHS

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

12. When you finally leave the military, how many total years of service do you expect to have?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

13. When you finally leave the military, what pay grade do you think you will have? (Mark one)

WARRANT GRADES:

- ☐ W1
☐ W2
☐ W3
☐ W4

OFFICER GRADES:

- ☐ O1 ☐ O6
☐ O2 ☐ O7
☐ O3 ☐ O8
☐ O4 ☐ O9
☐ O5 ☐ O10

14. If you left the service right NOW, how much would you expect to earn PER YEAR in wages and salary if you took a full-time civilian job? DO NOT INCLUDE FRINGE BENEFITS IN YOUR ESTIMATE.

EXPECTED YEARLY CIVILIAN EARNINGS

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

- ☐ I don't know what I can earn in civilian life.

II. MILITARY RETIREMENT SYSTEM

15. Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50% of their basic pay as retirement benefits.

Suppose you retired with 26 years of service—under the current retirement system, what percent of your basic pay would you receive as retirement pay?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

%

16. Suppose the Armed Forces had a different retirement plan in effect at the time you first entered active service. This new plan would provide the following retirement benefits:

- People with 10 to 29 years of service would receive full retirement pay which would begin at age 60.
- People with 20 to 29 years of service would also receive partial retirement pay from the time they left the service until they reached age 60, when full benefits would begin.
- People with 30 years of service would receive full retirement pay starting immediately upon retirement.

If the benefits shown in the chart to the right had been available at the time you first entered active service, how many total years would you have planned to serve in the military? Enter your answer in A. below.

A. Under this plan, I would have planned to serve:

EXPECTED YEARS OF SERVICE: →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

DIFFERENT MILITARY RETIREMENT PLAN

Years of Service	Amount of Basic Pay You Would Receive as Retirement Benefits From the Time You Retired Until Age 60	Amount of Basic Pay You Would Receive as Retirement Benefits After Age 60
Less than 10	0%	0%
10	0%	25.0%
11	0%	27.5%
12	0%	30.0%
13	0%	32.5%
14	0%	35.0%
15	0%	37.5%
16	0%	40.0%
17	0%	42.5%
18	0%	45.0%
19	0%	47.5%
20	25%	50.0%
21	27%	52.5%
22	30%	55.0%
23	34%	57.5%
24	39%	60.0%
25	44%	62.5%
26	50%	65.0%
27	57%	67.5%
28	63%	70.0%
29	69%	72.5%
30	75%	75.0%

- B. If you had served the number of years you entered in Q16A, what pay grade do you think you would have had when you left the military? (Mark one)

WARRANT GRADES:

- ☐ W1
☐ W2
☐ W3
☐ W4

OFFICER GRADES:

- ☐ O1
☐ O2
☐ O3
☐ O4
☐ O5
☐ O6
☐ O7
☐ O8
☐ O9
☐ O10

17. If you had a choice, which military retirement plan would you choose?

- ☐ Military Retirement Plan described in Q16
☐ Current Military Retirement Plan

III. INDIVIDUAL CHARACTERISTICS

18. Are you male or female?

Male
Female

19. How old were you on your last birthday?

AGE LAST
BIRTHDAY

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

20. When you **FIRST ENTERED ACTIVE SERVICE**, how old were you? Count time spent at a military academy and prior enlisted service as active duty.

AGE AT
ENTRY

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

21. In what state or foreign country were you living **WHEN YOU WERE 16 YEARS OLD**? FIND THE STATE OR FOREIGN COUNTRY IN THE CODE LIST IN QUESTION 7 ON PAGE 2 AND ENTER THE NAME OF THE LOCATION AND ITS **TWO-DIGIT CODE NUMBER** IN THE SPACE BELOW.

NAME OF RESIDENCE AT AGE 16

--	--

CODE

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

22. In what state or foreign country does your immediate family live **NOW**? FIND THE STATE OR FOREIGN COUNTRY IN THE CODE LIST IN QUESTION 7 AND ENTER THE NAME OF THE LOCATION AND ITS **TWO-DIGIT CODE NUMBER** IN THE SPACE BELOW.

CODE NO.

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

NAME OF CURRENT LOCATION
OF IMMEDIATE FAMILY

--	--

23. In what type of place were you living **WHEN YOU WERE 16 YEARS OLD**? MARK ONE CATEGORY THAT COMES CLOSEST TO THAT TYPE OF PLACE.

- ☐ In a large city (over 250,000)
- ☐ In a suburb of a large city
- ☐ In a medium-sized city (50,000-250,000)
- ☐ In a suburb of a medium-sized city
- ☐ In a small city or town (under 50,000)
- ☐ On a farm or ranch
- ☐ In a rural area, but not on a farm or ranch

24. What do you consider to be your main racial or ethnic group? (Mark one)

- ☐ Afro-American/Black/Negro
- ☐ American Indian/Alaskan Native
- ☐ Hispanic/Puerto Rican/Mexican/Cuban/Latin/Chicano/Other Spanish
- ☐ Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander
- ☐ White/Caucasian
- ☐ Other (Specify):

--	--

25. When you **FIRST ENTERED ACTIVE SERVICE**, what was your marital status? Count time spent at a military academy and prior enlisted service as active duty.

- ☐ Married ☐ Separated
- ☐ Widowed ☐ Single, never married
- ☐ Divorced

26. What is your marital status **NOW**?

- ☐ Married ☐ Separated
- ☐ Widowed ☐ Single, never married
- ☐ Divorced

* IF YOU ARE NOT MARRIED NOW, GO TO Q30 *

27. How many years have you been married to your current spouse?

Less than 1 year

NO. YEARS
MARRIED

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

28. How old was your spouse on his or her last birthday?

SPOUSE'S AGE

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

29. What is the highest grade or year of regular school or college that your spouse has completed and gotten credit for? (Mark one)

ELEMENTARY GRADES:	HIGH SCHOOL GRADES:	COLLEGE-YEARS OF CREDIT
<input type="radio"/> 1st <input type="radio"/> 5th	<input type="radio"/> 9th	<input type="radio"/> 1 <input type="radio"/> 5
<input type="radio"/> 2nd <input type="radio"/> 6th	<input type="radio"/> 10th	<input type="radio"/> 2 <input type="radio"/> 6
<input type="radio"/> 3rd <input type="radio"/> 7th	<input type="radio"/> 11th	<input type="radio"/> 3 <input type="radio"/> 7
<input type="radio"/> 4th <input type="radio"/> 8th	<input type="radio"/> 12th (include GED)	<input type="radio"/> 4 <input type="radio"/> 8 or more

30. AS OF TODAY, what is the highest grade or year of regular school or college that you have completed and gotten credit for? (Mark one)

ELEMENTARY GRADES:	HIGH SCHOOL GRADES:	COLLEGE-YEARS OF CREDIT
<input type="radio"/> 1st <input type="radio"/> 5th	<input type="radio"/> 9th	<input type="radio"/> 1 <input type="radio"/> 5
<input type="radio"/> 2nd <input type="radio"/> 6th	<input type="radio"/> 10th	<input type="radio"/> 2 <input type="radio"/> 6
<input type="radio"/> 3rd <input type="radio"/> 7th	<input type="radio"/> 11th	<input type="radio"/> 3 <input type="radio"/> 7
<input type="radio"/> 4th <input type="radio"/> 8th	<input type="radio"/> 12th (include GED)	<input type="radio"/> 4 <input type="radio"/> 8 or more

31. When you FIRST ENTERED ACTIVE SERVICE, what was the highest degree or diploma that you had? DO NOT INCLUDE DEGREE FROM TECHNICAL, TRADE OR VOCATIONAL SCHOOLS in this question. Count time spent at a military academy and prior enlisted service as active duty. (Mark one)

DEGREE AT ENTRY

- ☐ No Degree or Diploma
☐ GED Certificate
☐ High School Diploma
☐ Associate/Junior College Degree
☐ Bachelor's Degree (BA/BS)
☐ Master's Degree (MA/MS)
☐ Doctoral Degree (PhD/MD/LLB)
☐ Other Degree not listed above

32. AS OF TODAY, what is the highest degree or diploma that you hold? DO NOT INCLUDE DEGREES FROM TECHNICAL, TRADE OR VOCATIONAL SCHOOLS. (Mark one)

DEGREE NOW

- ☐ No Degree or Diploma
☐ GED Certificate
☐ High School Diploma
☐ Associate/Junior College Degree
☐ Bachelor's Degree (BA/BS)
☐ Master's Degree (MA/MS)
☐ Doctoral Degree (PhD/MD/LLB)
☐ Other Degree not listed above

PLEASE ANSWER THE NEXT TWO QUESTIONS ABOUT THE MALE AND FEMALE GUARDIANS THAT YOU LIVED WITH MOST OF THE TIME YOU WERE GROWING UP, IF YOU DID NOT LIVE WITH YOUR OWN MOTHER AND FATHER.

33. What is the highest grade or year of regular school or college that your FATHER (or MALE GUARDIAN) has completed and gotten credit for? (Mark one)

ELEMENTARY GRADES:	HIGH SCHOOL GRADES:	COLLEGE-YEARS OF CREDIT
<input type="radio"/> 1st <input type="radio"/> 5th	<input type="radio"/> 9th	<input type="radio"/> 1 <input type="radio"/> 5
<input type="radio"/> 2nd <input type="radio"/> 6th	<input type="radio"/> 10th	<input type="radio"/> 2 <input type="radio"/> 6
<input type="radio"/> 3rd <input type="radio"/> 7th	<input type="radio"/> 11th	<input type="radio"/> 3 <input type="radio"/> 7
<input type="radio"/> 4th <input type="radio"/> 8th	<input type="radio"/> 12th (include GED)	<input type="radio"/> 4 <input type="radio"/> 8 or more

34. What is the highest grade or year of regular school or college that your MOTHER (or FEMALE GUARDIAN) has completed and gotten credit for? (Mark one)

ELEMENTARY GRADES:	HIGH SCHOOL GRADES:	COLLEGE-YEARS OF CREDIT
<input type="radio"/> 1st <input type="radio"/> 5th	<input type="radio"/> 9th	<input type="radio"/> 1 <input type="radio"/> 5
<input type="radio"/> 2nd <input type="radio"/> 6th	<input type="radio"/> 10th	<input type="radio"/> 2 <input type="radio"/> 6
<input type="radio"/> 3rd <input type="radio"/> 7th	<input type="radio"/> 11th	<input type="radio"/> 3 <input type="radio"/> 7
<input type="radio"/> 4th <input type="radio"/> 8th	<input type="radio"/> 12th (include GED)	<input type="radio"/> 4 <input type="radio"/> 8 or more

35. How many dependents do you have? Do not include yourself or your spouse.

- ☐ None ☐ 3 ☐ 6 ☐ 9
☐ 1 ☐ 4 ☐ 7 ☐ 10 or more
☐ 2 ☐ 5 ☐ 8

* IF NONE, GO TO Q37 *

ANSWER QUESTION 36 ONLY IF YOU COUNTED DEPENDENTS IN Q35.

36. Please record the following information about each dependent counted in Q35.

- A. What is the person's relationship to you?
 B. Is the person male or female?
 C. How old was the person on his or her last birthday? If less than 1 year old, enter '00'.
 D. Is the person at your current location?

Fill in the appropriate spaces below for each of your dependents. Start by recording information about all children, then each adult. There is space for up to six dependents. If there are more, just list the six youngest dependents.

1. A. Relationship to you B. Sex C. Age →

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law

☐ Other relative

D. Is he or she at your current location?

☐ Yes ☐ No

4. A. Relationship to you B. Sex C. Age →

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law

☐ Other relative

D. Is he or she at your current location?

☐ Yes ☐ No

2. A. Relationship to you B. Sex C. Age →

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law

☐ Other relative

D. Is he or she at your current location?

☐ Yes ☐ No

5. A. Relationship to you B. Sex C. Age →

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law

☐ Other relative

D. Is he or she at your current location?

☐ Yes ☐ No

3. A. Relationship to you B. Sex C. Age →

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law

☐ Other relative

D. Is he or she at your current location?

☐ Yes ☐ No

6. A. Relationship to you B. Sex C. Age →

☐ Child (including step or adopted child) ☐ Male ☐ Female

☐ Parent/Parent-in-law

☐ Other relative

D. Is he or she at your current location?

☐ Yes ☐ No

37. Are you accompanied by your spouse at your present permanent post, base or duty station?

- ☐ Does not apply, I don't have a spouse.
- ☐ No, I am not accompanied because my spouse is not authorized at this location. (Go to Q39)
- ☐ No, I am not accompanied for other reasons.
- ☐ Yes, I am accompanied by my spouse. (Go to Q38)

38. Did your command sponsor your spouse and/or dependents at your present location? ☐ Yes ☐ No

39. What was your family's **TOTAL INCOME**, before taxes and other deductions, for all of 1978? Include yours and your spouse's military and civilian wages and salaries, interest, dividends, social security or retirement benefits, unemployment compensation, alimony, child support and any other sources of income.

TOTAL FAMILY INCOME - 1978

\$

0 0 0 0 0

1 1 1 1 1

2 2 2 2 2

3 3 3 3 3

4 4 4 4 4

5 5 5 5 5

6 6 6 6 6

7 7 7 7 7

8 8 8 8 8

9 9 9 9 9

IV. MILITARY EXPERIENCE OF FAMILY MEMBERS

40. How many members of your immediate family have ever served on active duty in the military? Please count your Father (or male guardian), your Mother (or female guardian), any of your Children and your Brothers or Sisters. Do not count other relatives.

☐ None ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 or more

↓
* IF NONE, GO TO Q42 *

ANSWER QUESTION 41 ONLY IF MEMBERS OF YOUR IMMEDIATE FAMILY HAVE SERVED IN THE MILITARY.

41. Please record the following information about EACH member of your immediate family who has served in the military.

- A. What is the person's relationship to you?
 B. In what service does (or did) the person serve? (Mark all that apply)
 C. How many total years of service does (or did) the person have?

There is space for up to four family members. If there are more, record information about only four in this order:
 Parents — Children — Brothers and Sisters.

1.	2.	3.	4.
A. Relationship to you <input type="radio"/> Father/male guardian <input type="radio"/> Mother/female guardian <input type="radio"/> Child <input type="radio"/> Brother <input type="radio"/> Sister B. Service <input type="radio"/> Army <input type="radio"/> Navy <input type="radio"/> Marine Corps <input type="radio"/> Air Force C. Years of Service <input type="radio"/> Less than 4 years <input type="radio"/> 4–9 years <input type="radio"/> 10–19 years <input type="radio"/> 20 or more years	A. Relationship to you <input type="radio"/> Father/male guardian <input type="radio"/> Mother/female guardian <input type="radio"/> Child <input type="radio"/> Brother <input type="radio"/> Sister B. Service <input type="radio"/> Army <input type="radio"/> Navy <input type="radio"/> Marine Corps <input type="radio"/> Air Force C. Years of Service <input type="radio"/> Less than 4 years <input type="radio"/> 4–9 years <input type="radio"/> 10–19 years <input type="radio"/> 20 or more years	A. Relationship to you <input type="radio"/> Father/male guardian <input type="radio"/> Mother/female guardian <input type="radio"/> Child <input type="radio"/> Brother <input type="radio"/> Sister B. Service <input type="radio"/> Army <input type="radio"/> Navy <input type="radio"/> Marine Corps <input type="radio"/> Air Force C. Years of Service <input type="radio"/> Less than 4 years <input type="radio"/> 4–9 years <input type="radio"/> 10–19 years <input type="radio"/> 20 or more years	A. Relationship to you <input type="radio"/> Father/male guardian <input type="radio"/> Mother/female guardian <input type="radio"/> Child <input type="radio"/> Brother <input type="radio"/> Sister B. Service <input type="radio"/> Army <input type="radio"/> Navy <input type="radio"/> Marine Corps <input type="radio"/> Air Force C. Years of Service <input type="radio"/> Less than 4 years <input type="radio"/> 4–9 years <input type="radio"/> 10–19 years <input type="radio"/> 20 or more years

V. CURRENT MILITARY ASSIGNMENT

42. As of today, how many months have you been assigned to your present permanent post, base or duty station? Please include any extensions you may have had.

NUMBER MONTHS →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

43. How much longer do you expect to be at your present location? Record the number of months in the boxes below.

NUMBER MONTHS

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

44. If you had a choice of extending your tour at your current location, how much longer would you stay there?

- ☐ Does not apply, I don't have a specified tour length.
- ☐ I would not extend my current tour.
- ☐ Stay 12 months beyond my tour.
- ☐ Stay 24 months beyond my tour.
- ☐ Stay 36 months beyond my tour.
- ☐ Stay 48 or more months beyond my tour.

45. How much of a problem is each of the following at your current location?

	A Serious Problem	Somewhat of a Problem	A Slight Problem	Not a Problem	Don't Know
Drug Use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alcohol Use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial Tension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

46. Think about your PCS move to your present permanent post, base or duty station. For each item below, indicate if it was a serious problem, somewhat of a problem, a slight problem or not a problem.

	A Serious Problem	Somewhat of a Problem	A Slight Problem	Not a Problem	Don't Know	Does Not Apply - (No Spouse or Dependents/ Other Reasons)
Adjusting to a higher cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moving and setting up a new household	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paying for unreimbursed moving expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding off-duty employment for yourself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding civilian employment for your spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continuing your education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding permanent housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding shopping areas, recreation facilities, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children adjusting to new environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse adjusting to new environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adjusting yourself to new environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. When you moved to your current location, about how much money did you spend on moving expenses FOR WHICH YOU DID NOT OR WILL NOT GET PAID BACK?

Include unreimbursed expenses for you or your dependents such as: travel, cost of temporary housing, cost of replacing items that were damaged or could not be moved, and all other expenses for moving and setting up a new residence.

Please provide your best estimate.

☐ None

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

49. When you moved to your current location, which location choice did you actually receive?

- ☐ I was not assigned to any location of my choice.
- ☐ 1st
- ☐ 2nd
- ☐ 3rd
- ☐ 4th
- ☐ 5th or more

48. Before you moved to your current location, how many different location choices did you turn in?

- ☐ None
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 or more

* IF NONE, GO TO Q80. *

50. What are the chances that your next tour of duty will be in an undesirable location? (Mark one)

- ☐ Does not apply, I plan to retire.
- ☐ (0 in 10) No chance
- ☐ (1 in 10) Very slight possibility
- ☐ (2 in 10) Slight possibility
- ☐ (3 in 10) Some possibility
- ☐ (4 in 10) Fair possibility
- ☐ (5 in 10) Fairly good possibility
- ☐ (6 in 10) Good possibility
- ☐ (7 in 10) Probable
- ☐ (8 in 10) Very probable
- ☐ (9 in 10) Almost sure
- ☐ (10 in 10) Certain
- ☐ Don't know where I'll be assigned next.

VI. MILITARY ASSIGNMENTS

51. Below is a list of locations where military personnel in your service are currently assigned. Check the list for your service and mark each location where you have been assigned for SIX MONTHS OR LONGER.

ARMY LOCATIONS:
(Mark all that apply)

- ☐ 05 ConUS
- ☐ 02 Alaska
- ☐ 03 Belgium
- ☐ 12 Germany
- ☐ 13 Greece
- ☐ 15 Hawaii
- ☐ 17 Iran
- ☐ 18 Italy
- ☐ 19 Japan or Okinawa
- ☐ 24 Panama Canal Zone
- ☐ 26 Portugal
- ☐ 27 South Korea
- ☐ 29 Turkey
- ☐ 30 United Kingdom
- ☐ 31 Other overseas location,
not listed above

NAVY LOCATIONS:
(Mark all that apply)

- ☐ 06 ConUS Afloat
- ☐ 07 ConUS Ashore
- ☐ 02 Alaska
- ☐ 04 Caribbean
- ☐ 08 Diego Garcia
- ☐ 11 Europe Afloat
- ☐ 14 Guam
- ☐ 15 Hawaii
- ☐ 16 Iceland
- ☐ 18 Italy
- ☐ 19 Japan or Okinawa
- ☐ 25 Philippines
- ☐ 26 Portugal
- ☐ 28 Spain
- ☐ 30 United Kingdom
- ☐ 31 Other overseas location,
not listed above

MARINE CORPS LOCATIONS:
(Mark all that apply)

- ☐ 06 ConUS Afloat
- ☐ 07 ConUS Ashore
- ☐ 01 Africa
- ☐ 02 Alaska
- ☐ 04 Caribbean
- ☐ 09 East Asia Afloat
- ☐ 10 Eastern Europe
- ☐ 14 Guam
- ☐ 15 Hawaii
- ☐ 19 Japan or Okinawa
- ☐ 20 NATO Afloat
- ☐ 21 NATO Ashore
- ☐ 22 Near East
- ☐ 25 Philippines
- ☐ 27 South Korea
- ☐ 31 Other overseas location,
not listed above

AIR FORCE LOCATIONS:
(Mark all that apply)

- ☐ 05 ConUS
- ☐ 02 Alaska
- ☐ 12 Germany
- ☐ 13 Greece
- ☐ 14 Guam
- ☐ 15 Hawaii
- ☐ 18 Italy
- ☐ 23 Netherlands
- ☐ 24 Panama Canal Zone
- ☐ 25 Philippines
- ☐ 26 Portugal
- ☐ 27 South Korea
- ☐ 28 Spain
- ☐ 29 Turkey
- ☐ 30 United Kingdom
- ☐ 31 Other overseas location,
not listed above

52. Please review the overseas locations for your service in Q51 and think about having to choose locations for your next overseas assignment. Consider Alaska and Hawaii as overseas locations. Do not include ConUS when you answer A and B below.

- A. If you were making a list, which three overseas locations would be your top choices? Record the name and two-digit code of your choices in Chart No. 1 below.

- List your 1st choice in space A.
- List your 2nd choice in space B.
- List your 3rd choice in space C.

CHART NO. 1 – BEST OVERSEAS LOCATIONS

NAME	CODE NO.		
	A	B	C
A. 1st Choice _____			
B. 2nd Choice _____	0	0	0
C. 3rd Choice _____	1	1	1
	2	2	2
	3	3	3
	4	4	4
	5	5	5
	6	6	6
	7	7	7
	8	8	8
	9	9	9

- B. Which three overseas locations would be at the bottom of your list? Record the name and two-digit code of the bottom three in Chart No. 2 below.

- List your LAST choice in space Z.
- List your NEXT-TO-LAST choice in space Y.
- List your SECOND-TO-LAST choice in space X.

CHART NO. 2 – WORST OVERSEAS LOCATIONS

NAME	CODE NO.		
	X	Y	Z
X. 2nd to Last Choice _____	0	0	0
Y. Next to Last Choice _____	1	1	1
Z. Last Choice _____	2	2	2
	3	3	3
	4	4	4
	5	5	5
	6	6	6
	7	7	7
	8	8	8
	9	9	9

INSTRUCTIONS: Be sure you have recorded the name of the overseas location and its two-digit identification number in the spaces above.

Please read the instructions below before answering Questions 53 and 54.

- These questions are about the locations you listed in Chart No. 1 and Chart No. 2 as the Three Best Overseas Locations and the Three Worst Overseas Locations for your next overseas tour.
- The six locations will be referred to as Locations A, B, C, X, Y, Z.
- In the next two questions, please assume that:
 - You are on an Accompanied Tour in these areas—if you have a spouse or dependents and they are authorized at the location.
 - At that location, you would receive all other pays and allowances that you get now.

53. Now, assume that you are actually assigned to the locations you listed in Chart No. 1 and Chart No. 2 as A, B, C, X, Y, or Z. How likely would you be to extend your tour of duty in these locations for one more year if a one-year location extension was possible? Use Chart No. 3 to record your answers.

INSTRUCTIONS FOR COMPLETING CHART NO. 3

- Under Column A, mark how likely you would be to extend your tour for one year in Location A.
- Under Column B, mark how likely you would be to extend your tour for one year in Location B.
- Continue filling out the chart until you have marked the possibility of extending your tour if you were assigned to each of the six locations.

CHART NO. 3

POSSIBILITY OF EXTENDING OVERSEAS TOUR FOR ONE YEAR IN THE FOLLOWING LOCATIONS

(Mark one in each column)

	BEST			WORST		
	A	B	C	X	Y	Z
(0 in 10) No chance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(1 in 10) Very slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(2 in 10) Slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(3 in 10) Some possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(4 in 10) Fair possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(5 in 10) Fairly good possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(6 in 10) Good possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(7 in 10) Probable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(8 in 10) Very probable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(9 in 10) Almost sure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(10 in 10) Certain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't know	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54. Again, assume that you are actually assigned to Locations A, B, C, X, Y, or Z. How likely would you be to extend your tour of duty in these locations for one more year if you were given a \$200 per month location bonus? Use Chart No. 4 to record your answers, as you did in Chart No. 3.

CHART NO. 4

POSSIBILITY OF EXTENDING OVERSEAS TOUR FOR ONE YEAR IF GIVEN A \$200 PER MONTH LOCATION BONUS

(Mark one in each column)

	BEST			WORST		
	A	B	C	X	Y	Z
(0 in 10) No chance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(1 in 10) Very slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(2 in 10) Slight possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(3 in 10) Some possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(4 in 10) Fair possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(5 in 10) Fairly good possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(6 in 10) Good possibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(7 in 10) Probable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(8 in 10) Very probable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(9 in 10) Almost sure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(10 in 10) Certain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't know	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Climate	1	2	3	4	5	6	7	8	9	10
Distance to population centers	1	2	3	4	5	6	7	8	9	10
Cost of living	1	2	3	4	5	6	7	8	9	10
Availability of military housing	1	2	3	4	5	6	7	8	9	10
Availability of civilian housing	1	2	3	4	5	6	7	8	9	10
Availability of goods and services at the post, base, or duty station	1	2	3	4	5	6	7	8	9	10
Recreational facilities	1	2	3	4	5	6	7	8	9	10
Attitudes of residents towards Americans	1	2	3	4	5	6	7	8	9	10
Availability of civilian work for spouse or dependents	1	2	3	4	5	6	7	8	9	10
Quality of schools for dependents	1	2	3	4	5	6	7	8	9	10
Availability of medical care for you	1	2	3	4	5	6	7	8	9	10
Availability of medical care for spouse or dependents	1	2	3	4	5	6	7	8	9	10

58. In the past year, how many months were you completely separated from your spouse or dependents because of your military assignment?

☐ Does not apply, I don't have a spouse or dependents.

- ☐ None ☐ 7-8
☐ 1-2 ☐ 9-10
☐ 3-4 ☐ 11-12
☐ 5-6

59. In all the time you have been on active duty, how many times did you move to a new location because of your permanent changes of station (PCS)?

- ☐ 0 ☐ 6
☐ 1 ☐ 7
☐ 2 ☐ 8
☐ 3 ☐ 9
☐ 4 ☐ 10 or more
☐ 5

60. In all the time you've been on active duty, how many times did your spouse or dependents move to a new location because of your permanent changes of station (PCS)?

☐ Does not apply, I don't have a spouse or dependents.

- ☐ 0 ☐ 6
☐ 1 ☐ 7
☐ 2 ☐ 8
☐ 3 ☐ 9
☐ 4 ☐ 10 or more
☐ 5

61. In all the time you have been on active duty, how many years have you spent at an overseas location? NAVY AND MARINE CORPS PERSONNEL: Please count total time assigned to both shore and sea duty in overseas locations.

☐ No time at an overseas location

☐ Less than 1 year

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

62. FOR NAVY AND MARINE CORPS PERSONNEL ONLY: In all the time you have been on active duty, how many years have you been on sea duty?

☐ No time on sea duty

☐ Less than 1 year

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

VII. MILITARY ATTITUDES

63. How would you describe the morale of military personnel at your current location? If you are currently assigned to a ship, indicate the morale of personnel on board ship. Mark one number which shows your opinion on the line below.

MORALE IS
VERY LOW

MORALE IS
VERY HIGH

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

64. Approximately how many military personnel are assigned to your present permanent post, base or duty station? Please give your best estimate. (Mark one)

- ☐ Less than 25 military personnel
☐ 25-499 military personnel
☐ 500-1,999 military personnel
☐ 2,000-5,000 military personnel
☐ Over 5,000 military personnel
☐ Don't know/not sure

65. How well do you think most of the military personnel at your present post, base or duty station would perform their wartime mission? Please mark one number to indicate your opinion on the line below.

NOT
PERFORM
AT ALL

PERFORM
VERY
WELL

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

☐ Don't know/no opinion

66. Think for a minute about the most important combat equipment that your post, base or duty station needs to perform its wartime mission. How well would this equipment work in a wartime mission? Please mark one number to indicate your opinion.

NOT
PERFORM
AT ALL

PERFORM
VERY
WELL

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

☐ Don't know/no opinion

VIII. MILITARY TRAINING AND WORK EXPERIENCE

67. Follow the instructions below for your service:

- ARMY:** Record your current Primary Specialty and the first Primary Specialty (or MOS) that you received when you entered active duty. For your Specialty Code, use the first two numbers and the letter. For example, Specialty 63A would be marked as 63A. Do not make any marks for the fourth letter/number. If you received a MOS when you entered the service, record the first four entries of your MOS. For example, MOS 11B20 would be marked as 11B2.
- NAVY:** Record your current Primary Designator and the first Primary Designator that you received when you entered active duty. Use all four digits of your Designator. For example, Designator 8518 would be marked as 8518.
- MARINE CORPS:** Record your current Primary MOS and the first Primary MOS that you received when you entered active duty. Use all four numbers of your MOS. For example, MOS 8301 would be marked 8301.
- AIR FORCE:** Record your current Primary AFSC and the first Primary AFSC that you received when you entered active duty. Use the first four numbers of your AFSC—DO NOT USE LETTERS. For example, AFSC A4313OC would be marked 4313.

INSTRUCTIONS: Write one number or letter in each box. Then, mark the matching circle below each box.

A. My current Primary Specialty/Designator/MOS/AFSC is:

FIRST LETTER/ NUMBER	SECOND LETTER/ NUMBER	THIRD LETTER/ NUMBER	FOURTH LETTER/ NUMBER
A N 0	A N 0	A N 0	A N 0
B O 1	B O 1	B O 1	B O 1
C P 2	C P 2	C P 2	C P 2
D Q 3	D Q 3	D Q 3	D Q 3
E R 4	E R 4	E R 4	E R 4
F S 5	F S 5	F S 5	F S 5
G T 6	G T 6	G T 6	G T 6
H U 7	H U 7	H U 7	H U 7
I V 8	I V 8	I V 8	I V 8
J W 9	J W 9	J W 9	J W 9
K X	K X	K X	K X
L Y	L Y	L Y	L Y
M Z	M Z	M Z	M Z

☐ I don't know my current Primary Specialty/Designator/MOS/AFSC.

B. My first Primary Specialty/Designator/MOS/AFSC at entry was:

FIRST LETTER/ NUMBER	SECOND LETTER/ NUMBER	THIRD LETTER/ NUMBER	FOURTH LETTER/ NUMBER
A N 0	A N 0	A N 0	A N 0
B O 1	B O 1	B O 1	B O 1
C P 2	C P 2	C P 2	C P 2
D Q 3	D Q 3	D Q 3	D Q 3
E R 4	E R 4	E R 4	E R 4
F S 5	F S 5	F S 5	F S 5
G T 6	G T 6	G T 6	G T 6
H U 7	H U 7	H U 7	H U 7
I V 8	I V 8	I V 8	I V 8
J W 9	J W 9	J W 9	J W 9
K X	K X	K X	K X
L Y	L Y	L Y	L Y
M Z	M Z	M Z	M Z

☐ I don't know my first Primary Specialty/Designator/MOS/AFSC.

68. Is your current Primary Specialty/Designator/MOS/AFSC the one to which you were assigned when you FIRST entered active duty?

☐ Yes (Go to Q70, page 15)

☐ No, I was involuntarily reclassified.

☐ No, I have voluntarily changed it.

(Go to Q69)

69. How many years were you assigned to your first Primary Specialty/Designator/MOS/AFSC before you were reclassified or changed to your current Primary Specialty/Designator/MOS/AFSC?

Less than 1 year

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

IX. AREAS OF MILITARY LIFE

A. INTERGROUP RELATIONS

70. Altogether, how many military personnel are assigned to your primary work unit?

NO. PEOPLE

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

71. About how many of the people in your primary work unit are members of racial or ethnic minority groups?

☐ Most ☐ Some
☐ More than half ☐ A few
☐ About half ☐ None

72. In your primary work unit, how often do people of your own race do each of the following things?

☐ Does not apply, there are no other members of my race in my unit. (Go to Q73)

Complain about better treatment being given to people of other races or ethnic groups in the Armed Forces . . . ☐ ☐ ☐ ☐ ☐ ☐
 Avoid doing things with people of other races or ethnic groups ☐ ☐ ☐ ☐ ☐ ☐
 Talk badly or tell racist jokes about people of other races or ethnic groups. ☐ ☐ ☐ ☐ ☐ ☐
 Talk to each other about the problems of other races or ethnic groups in the Armed Forces ☐ ☐ ☐ ☐ ☐ ☐

73. Leaders of your service have many concerns that compete for their attention and interest. Among these many concerns, how important do you think the subject of equal opportunity and race relations training is to your service leaders?

☐ Very Important
☐ Somewhat Important
☐ Fairly Important
☐ Not Important

74. In general, which of the following statements comes closest to your opinion? (Mark one)

☐ In my service, Blacks are treated A LOT BETTER than Whites.
☐ In my service, Blacks are treated BETTER than Whites.
☐ In my service, Blacks are treated exactly the SAME as Whites.
☐ In my service, Blacks are treated WORSE than Whites.
☐ In my service, Blacks are treated A LOT WORSE than Whites.

75. In your service, which racial group has the best chances for promotion to higher OFFICER grades? (Mark one)

☐ Whites have the best chance.
☐ Blacks have the best chance.
☐ Other minorities have the best chance.
☐ Chances are equal for all races.

76. At your present post, base, or duty station, have you personally experienced racial or ethnic discrimination in any of the following areas? Mark 'YES' or 'NO' for each.

	YES	NO
Local civilian housing	<input type="radio"/>	<input type="radio"/>
Local civilian services in stores, bars, banks, restaurants, etc.	<input type="radio"/>	<input type="radio"/>
Exchange services such as snack bar, barber or beauty shops, etc.	<input type="radio"/>	<input type="radio"/>
Training and education opportunities.	<input type="radio"/>	<input type="radio"/>
Promotion opportunities	<input type="radio"/>	<input type="radio"/>
Daily duty assignments	<input type="radio"/>	<input type="radio"/>

B. SPECIFIC MILITARY POLICIES

77. During the past year, did you try to solve a complaint, grievance or problem by reporting it to any of the following channels? Mark 'YES' or 'NO' for each.

☐ Does not apply, I did not have a problem.

	YES, USED	NO, DID NOT USE
Chaplain.	<input type="radio"/>	<input type="radio"/>
Your immediate supervisor.	<input type="radio"/>	<input type="radio"/>
Unit complaint officer/NCO.	<input type="radio"/>	<input type="radio"/>
Unit commander	<input type="radio"/>	<input type="radio"/>
Base commander	<input type="radio"/>	<input type="radio"/>
Commander at higher headquarters	<input type="radio"/>	<input type="radio"/>
Base/Local inspector for complaints (Inspector General).	<input type="radio"/>	<input type="radio"/>
Higher service level Inspector General.	<input type="radio"/>	<input type="radio"/>
Armed Forces Disciplinary Control Board.	<input type="radio"/>	<input type="radio"/>
Secretary of Military Department	<input type="radio"/>	<input type="radio"/>
Councils (Human Relations, NCO, JOC, etc.)	<input type="radio"/>	<input type="radio"/>
Equal Opportunity Office	<input type="radio"/>	<input type="radio"/>
Congressman	<input type="radio"/>	<input type="radio"/>
Other civilian agency or individual.	<input type="radio"/>	<input type="radio"/>

C. WOMEN IN THE MILITARY

78. How much do you agree or disagree with the following statements about women in the military?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Women should be allowed to perform the skills in my primary SPECIALTY/DESIGNATOR/MOS/AFSC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most women have the physical capacity to perform the skills in my primary SPECIALTY/DESIGNATOR/MOS/AFSC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most women have the mental aptitude to perform the skills in my primary SPECIALTY/DESIGNATOR/MOS/AFSC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women should learn to use weapons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women should be allowed to engage in hand-to-hand combat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women should be given training and used in combat situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

79. How many of the people in your primary work unit are military women?

- ☐ More than half ☐ About half ☐ Some ☐ A few ☐ None

80. How much do you agree or disagree with the following statements about the women in your primary work unit?

- ☐ Does not apply, there are no women in my work unit. (Go to Q81)

In general, women in my present work unit:

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Compared to their male counterparts, are more likely to work outside the career field for which they were trained	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Get their complaints handled faster than men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have better opportunities for technical training than men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cannot take criticism or discipline as well as male counterparts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receive less respect than men do as officers and NCO's	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Are promoted ahead of men even if the man is better qualified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Will work extra hours when needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expect special treatment because they are women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Can supervise as well as men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

WE'VE COVERED A LOT OF DIFFERENT TOPICS IN THIS SURVEY. NOW, THERE IS ONE LAST QUESTION ON A DIFFERENT SUBJECT.

81. Taking all things together, how satisfied or dissatisfied are you with the military as a way of life? Mark one number on the line below.

VERY DISSATISFIED VERY SATISFIED

1 — 2 — 3 — 4 — 5 — 6 — 7

82. Record time ended — enter military hour: →

--	--	--	--

83. How long did it take you to complete this questionnaire? →

NO. MINUTES

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

84. Did you complete this survey during a group administration where other people were taking the same survey?

- ☐ Yes ☐ No

85. Did you complete this survey on your own (off-duty) time or while on-duty?

- ☐ Off-Duty
☐ On-Duty
☐ Part while on-duty and part while off-duty

86. We're interested in any comments or recommendations you would like to make about military policies—whether or not the topic was covered in this survey. Do you have any comments?

- ☐ Yes (Please record your comments on a separate sheet and enclose it with the questionnaire.)
☐ No

THANK YOU VERY MUCH FOR ANSWERING THIS QUESTIONNAIRE. PLEASE SEAL THE QUESTIONNAIRE IN THE ENVELOPE PROVIDED.

Official Use Only				
AR	0	0	0	0
NA	1	1	1	1
MC	2	2	2	2
AF	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
	9	9	9	9

APPENDIX C
ADMINISTRATIVE PROCEDURES



DEPARTMENT OF THE ARMY
U.S. ARMY MILITARY PERSONNEL CENTER
200 STOVALL STREET
ALEXANDRIA, VIRGINIA 22332

REPLY TO
ATTENTION OF:

DAPC-MSF-S

15 December 1978

SUBJECT: Administration of the 1978 DOD Survey of Officer and Enlisted Personnel, RCS #DD-M(OT)-7840

SEE DISTRIBUTION

1. Reference letter from Deputy Chief of Staff for Personnel, Subject: 1978 Department of Defense Survey of Officer and Enlisted Personnel, dated 8 December 1978.
2. As previously notified, individuals in your survey jurisdiction have been selected to participate in the 1978 DOD Survey.
3. The Department of Defense conducts surveys of this type about every two years. The 1978 survey will develop information about the monetary aspects and quality of life in the Army. The information will allow the Army and the Secretary of Defense to consider whether there is a need to change or improve rotation policies, reenlistment options, promotion procedures, or various other policies that affect officers, enlisted personnel, and their families.
4. You are requested to administer the survey as detailed in Inclosure 1. The following is a summary of the action needed:
 - a. Acknowledge receipt of the survey materials by returning the inclosed card.
 - b. Ensure that each Survey Packet is given to the individual whose name appears on the packet label. This individual should complete the inclosed questionnaire and seal it in the envelope provided in the Survey Packet before returning it to you. The completed questionnaires have no identifiers and cannot be linked to specific individuals.
 - c. Questionnaires from CONUS locations should be returned NLT 28 February 1979. Questionnaires from OCONUS should be returned no later than twenty-eight (28) days from receipt of material.



DAPC-MSF-S

15 December 1978

SUBJECT: Administration of the 1978 DOD Survey of Officers and Enlisted Personnel, RCS #DD-M(OT)-7840

d. Inclosed is an alphabetical roster listing those individuals in your survey jurisdiction who were selected to complete a questionnaire. Indicate on this roster whether or not the person actually participated in the survey. For each person who did not participate, check in the appropriate column. It is essential that you account for all individuals to ensure better analysis of the information.

5. Because of the survey's importance, please make every reasonable effort to contact the individuals involved and arrange to have them attend a group administration.

6. If you would like to receive a copy of the results of the survey, indicate your interest on the inclosed acknowledgement postcard.

7. Thank you for your assistance. If you have any questions, contact Survey Branch, MILPERCEN, MAJ Newman, Autovon 221-9680, 9689, 9690.

BY ORDER OF THE SECRETARY OF THE ARMY:



GEORGE W. ORTON
Colonel, GS
Chief, Field Activities
Division

7 Incl

1. Administrative Instructions
2. Receipt Checklist
3. Return Transmittal Memo
4. Acknowledgement Postcard
5. Sample Rosters
6. Sample Accounting Envelopes
7. Survey Packets

DISTRIBUTION:

Commanders

Eighth US Army, Korea
US Army, Japan
US Army Support Command, Hawaii
172d Infantry Brigade, Alaska
193d Infantry Brigade, Canal Zone
Aberdeen Proving Ground
Anniston Army Depot

DAPC-MSF-S

15 December 1978

SUBJECT: Administration of the 1978 DOD Survey of Officers and Enlisted
Personnel, RCS #DD-M(OT)-7840

DISTRIBUTION (Cont)

Fort Belvoir
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Fort Bliss
Fort Bragg
Fort Buchanan
Fort Campbell
Carlisle Barracks
Fort Carson
Defense Language Inst., Fgn Lang Cen
Defense Personnel Support Center
Fort Detrick
Fort Devens
Fort Dix
Fort Drum
Dugway Proving Ground
Fort Eustis
Fitzsimons Army Medical Center
Foreign Science & Technology Cen, USA
Fort Gordon
Fort Benjamin Harrison
Fort Hood
Fort Sam Houston
Fort Huachuca
Fort Indiantown Gap Military Reservation
Fort Jackson
Fort Knox
Fort Leavenworth
Fort Lee
Letterkenny Army Depot
Fort Lewis
Materials & Mechanics Research Cen, USA
Fort McClellan
Fort McCoy
Fort McPherson
Fort Meade
Military District of Washington
Fort Monmouth
Fort Monroe
New Cumberland Army Depot
Fort Ord
Pine Bluff Arsenal
Fort Polk

DAPC-MSF-S

15 December 1978

SUBJECT: Administration of the 1978 DOD Survey of Officers and Enlisted
Personnel, RCS #DD-M(OT)-7840

DISTRIBUTION (Cont)

Red River Army Depot
Redstone Arsenal
Fort Riley
Fort Ritchie
Rocky Mountain Arsenal
Fort Rucker
Sacramento Army Depot
Presidio of San Francisco
Seneca Army Depot
Sharpe Army Depot
Fort Sheridan
Sierra Army Depot
Fort Sill
Fort Stewart
Tobyhanna Army Depot
Tooele Army Depot
Vint Hill Farms Station
Walter Reed Army Medical Center
White Sands Missile Range
Fort Leonard Wood
Yuma Proving Ground

Superintendent
US Military Academy, West Point

Inclosure 1

ADMINISTRATIVE INSTRUCTIONS

SUBJECT: 1978 DOD SURVEY OF OFFICER AND ENLISTED PERSONNEL
RCS # DD-H(OT)-7840

This inclosure provides instructions for the administration of this survey; the remainder of the package(s) contains everything needed to conduct the survey. Please review carefully before distributing any of the questionnaires.

Section A: Materials for the Administration of the Survey. You should have all of the materials listed in Section A.

If you are missing any of the following materials, contact:

Survey Branch
Defense Manpower Data Center (DMDC)
Autovon: 221-0490/0530

1. Administrative Instructions (which you are now reading). Extra copies have been provided for your use if there are more than twenty-five (25) respondents in your survey jurisdiction.
2. Receipt Checklist should be used to make sure that you have received all of the correct survey materials. Each box/package that you receive will contain a receipt checklist which describes the materials in it. If more than one box/package is mailed, the receipt checklist will describe the contents of each box and indicate the total number of boxes you should expect to receive. In all cases where more than one mailing container was sent, boxes are marked as "1 of x," "2 of x," etc. The number "x" is the total number of boxes/packages you should have received. (Inclosure 2 is an example of this checklist.)
3. Acknowledgement Postcard should be filled out and mailed immediately to DMDC upon receipt and verification of all of the materials listed on the receipt checklist.
 - a. Remember that you may request a summary report of the survey by entering your name and address on the Acknowledgement Postcard. (NOTE: The Record Control Number (RCN#) is for DOD use only.)

4. Rosters contain the names of all Army officers and enlisted personnel in your survey jurisdiction who are to complete the survey. You should have three Rosters which contain similar information but have different administrative uses:
 - a. One copy of an Alphabetical Roster has been provided for administrative and accounting purposes. It contains an alphabetical listing of officer and enlisted people to be used initially in issuing the questionnaire, and later to indicate the surveys returned in your survey jurisdiction. You will need this Roster when you begin the Survey Administration. This Alphabetical Roster, properly marked, as explained by Section E, must be returned with the completed questionnaires to the Defense Manpower Data Center (DMDC). It is important that all information be carefully recorded.
 - b. Two copies of a UIC Roster, with UIC addresses, have been provided for your use in locating and notifying selected individuals of the survey administration. Each page contains a Roster of individuals selected to be surveyed and their specific UIC. The UIC Rosters must also be returned with the Alphabetical Roster and completed questionnaires to the Defense Manpower Data Center (DMDC).
5. Envelopes (labelled "SAMPLE ACCOUNTING") are provided for your use in returning the three Sample Rosters. You should seal the Rosters in these envelopes and mail them to DMDC, as part of the total shipment of survey materials.
6. Survey Packets for each person on the Sample Roster.
 - a. Your total shipment of survey packets has been divided into four sets of packets which are grouped together, and clearly marked as Form 1, Form 2, Form 3, and Form 4. (All Form 1 and 2 Packets are for enlisted personnel only. Form 3 and 4 Packets are for officers only.) Within each set of Packets, the respondent envelopes are arranged in alphabetical order by respondent's LAST name (i.e., all Form 1 Packets are together and in alphabetical order followed by Form 2 Packets in alphabetical order, etc.).

- b. Each Survey Packet has a label with the respondent's name. The Packet is sealed and contains the following:
- One of the four questionnaire forms below:
- Form 1. 1978 DOD Survey of Enlisted Personnel, deals primarily with economic issues, civilian employment, orientation to different re-enlistment options, retirement, etc.
- Form 2. 1978 DOD Survey of Enlisted Personnel, deals primarily with specific personnel policies; e.g., rotation experience, promotion, etc.
- Form 3. 1978 DOD Survey of Officers, is similar to Form 1, however, it is designed for officers.
- Form 4. 1978 DOD Survey of Officers, is similar to Form 2, however, it is designed for officers.
- An introductory letter to respondents, signed by the Deputy Chief of Staff for Personnel encouraging participation in the survey.
- A postcard which can be mailed by the respondent directly to DMDC requesting a personal copy of the summary report.
- A "confidentiality" envelope in which the respondent will seal his or her completed questionnaire before returning it to you. Please note that no names appear on this return envelope. The return envelope is printed with the Defense Manpower Data Center address and the phrase "Survey Materials - To be Opened Only by The Rand Corporation."
7. Extra Respondent Survey Packets, without names, but marked with the questionnaire Form number (1 to 4) are included for your use, as described in Section F below. These Packets contain the same materials described in Section A-6 above. (If the number of respondents in your survey jurisdiction is twenty-five (25) or less, no extra Survey Packets are inclosed.)

8. A Return Transmittal Memo (Incl. 3) contains a Shipment Checklist to assist you in verifying that you have included all materials that must be returned to DMDC. At the end of the survey period, all survey materials must be accounted for and returned to DMDC. Before you return your survey materials, please fill out the "Return Transmittal Memo" and enclose it as part of your total return shipment to DMDC.

Section B: Survey Schedule. The survey should be administered to each individual on the Roster. CONUS personnel should be surveyed in the month of February. OCONUS personnel should be surveyed within twenty-eight (28) days after receipt of these materials.

Section C: Survey Notification.

1. Use your UIC Roster to identify the location of the unit(s) that must be notified about the survey. Contact the Unit Commander at each location and provide him with a list of respondents names. If necessary you can remove the Roster pages for that UIC and forward it to the appropriate person. Make arrangements for administration time(s) and location(s) for individuals from that UIC.
2. If any individual listed on the Roster is no longer in that unit, determine the new UIC address and forward the packet. Be sure to mark PCS on the UIC Roster next to the name. If an individual has separated from the service (ETS, etc.), mark SEP (Separated) on the Alphabetical Roster next to the name and return the Survey Packet.

Section D: Survey Administration. Use the procedures outlined below to administer this survey.

- o Make every reasonable effort to arrange to have all individuals attend a Group Administration. If necessary schedule several administration times and locations.
- o If the individual on the Alphabetical Roster cannot be surveyed in a group by the PSCO or if a UIC is geographically distant from your location, then the survey should be administered in a group by a sub-unit POC. Break the Survey Packets into UIC location(s) and forward to the sub-unit POC for administration.
- o While group administration is strongly preferred, the option of Individual Administration may be permitted if group administration is not possible during the survey period.

BELOW IS A DESCRIPTION OF THE PROCEDURES TO BE FOLLOWED FOR THE THREE TYPES OF SURVEY ADMINISTRATION:

1. GROUP ADMINISTRATION
- a. It is recommended that a large auditorium or classroom be used for group administration. The administration site should be as comfortable as possible and have an adequate writing surface for each individual.
- b. When you are ready to begin survey administration, use the following procedures:
 1. Locate the individual's name on the Alphabetical Roster.
 2. Determine the correct Form to be used from the Alphabetical Roster.
 3. Issue the appropriate packet to the individual.
 4. Mark the column for ISSUED on the Alphabetical Roster.
 5. Give out the #2 pencils and explain that all necessary survey materials are inclosed in the Survey Packet.
 6. Encourage them to read the letter from the Deputy Chief of Staff for Personnel and to follow the instructions on the cover page of the questionnaire.
 7. If an individual refuses to participate in the survey, encourage him/her to at least open the packet, read the inclosed materials, particularly the letter from the Deputy Chief of Staff for Personnel and impress upon them the importance of this particular survey. These individuals should read the "Confidentiality Notice" which appears on the questionnaire. If they continue to refuse, ask the person to fill out the comment section on the back of the questionnaire, seal the questionnaire in the "confidentiality" envelope and return it to you.
 8. When an individual has completed the questionnaire and sealed it in the "confidentiality" envelope, collect it and mark RETD (Returned), on the Alphabetical Roster next to the name.
 9. Do not collect any respondent postcards. They should be mailed by the individual directly to DMDC.
- c. Repeat the above steps at each survey session. Remember that you must locate and survey those individuals who did not attend their assigned group session.

2. SUB-UNIT GROUP ADMINISTRATION CONDUCTED BY POC's. To be used only if the survey cannot be administered by the PSCO in a centralized facility.
 - a. Send the following survey materials to the sub-unit point of contact responsible for administering the survey.
 - o Copy of GROUP ADMINISTRATION PROCEDURES.
 - o The pages from the UIC Roster which contain the names of individuals at that specific unit. The survey administrator should use the UIC Roster to indicate the final results of his or her attempts to administer the survey to each individual.
 - o Survey Packets for individuals at the UIC. First, check your UIC Roster for the names of those individuals, then find the corresponding questionnaires in the alphabetical sets of Survey Packets.
 - o Suspense date for returning survey materials to you.
 - b. When survey materials are returned from the sub-unit POC, you should:
 - o Verify that you have received all survey materials.
 - o Make sure that the survey status of each individual has been properly marked on the UIC Roster.
 - o Transfer information from the UIC Roster to the Alphabetical Roster. Save the UIC Roster.
3. INDIVIDUAL ADMINISTRATION
 - a. Whenever possible, arrange to have the individual pick-up the Survey Packet in person. When you have given the individual the packet, mark the column on the Alphabetical Roster for Questionnaire ISSUED. Tell individuals that all materials which explain their participation in the survey are included in the sealed envelope. Remind them to read the inclosed letter from the Deputy Chief of Staff for Personnel and the instructions on the cover page of the questionnaire. Give the individual a suspense date to return the completed packet. Tell them to return it in person. If they cannot, then instruct them to seal the questionnaire in the "confidentiality" envelope provided in the Survey Packet and put it in a U.S. Government Messenger Envelope with their name on the outside. In this way, you can account for all surveys. When persons return their sealed questionnaires, mark the column on the Alphabetical Roster for Questionnaire RETD (Returned).

b. If the individual cannot pick-up the Survey Packet, you should mail the packet to that person. Before mailing the packet, you should:

- o Inclose the sealed Survey Packet in a U.S. Government Messenger Envelope and address it to the individual. This U.S. Government Messenger Envelope must be used by the respondent in returning materials to you for accounting purposes.
- o Inclose a brief memo to the individual which indicates the suspense date when survey materials must be returned to you.
- o When you have mailed the packet, mark the column on the Alphabetical Roster for Questionnaire ISSUED.

When the sealed packets are returned to you, mark the column on the Alphabetical Roster for Questionnaire RETD (Returned).

c. If an individual refuses to participate in the survey, encourage the person to open the Survey Packet, read the inclosed materials, particularly the letter from the Deputy Chief of Staff for Personnel, and impress upon them the importance of this particular survey. These individuals should read the "Confidentiality Notice" which appears on the questionnaire. If they continue to refuse, ask them to fill out the comment section on the back of the questionnaire, seal the questionnaire in the "confidentiality" envelope and return it to you. All individuals must return their Survey Packet to you whether or not they complete the survey.

Section E: The Rosters. You should have two different types of Rosters:

- o An Alphabetical Roster of all respondents within your survey jurisdiction (1 copy). The Alphabetical Roster is intended to provide a complete report on the persons selected for this survey and permit follow-up on those participants who are not available initially.
- o A UIC Roster with pages for each unit in your survey jurisdiction and the names of those individuals who are respondents in each UIC. Any information that you record on the UIC Roster must be transferred to the Alphabetical Roster. Two copies are inclosed.

Below is an explanation of the information contained on the Alphabetical and UIC Rosters and the action required by you:

1. _____ Roster For _____.
 - a. The Alphabetical Roster will be labelled by DMDC as:
"Alpha Roster For PSCO- (PSCO Office Symbol will appear here.)"
 - b. The UIC Rosters will be labelled by DMDC as:
"UIC Roster For UIC- (UIC# will appear here.)
(UIC Address will appear here.)"
2. Page __ of __:
 - a. Alpha Roster: The pages will be numbered consecutively from 1 to the end.
 - b. UIC Rosters: The pages for each new UIC will be numbered consecutively from 1 to __; i.e., the first page of each new UIC will be numbered "1 of __."
3. RCN #: This is a Record Control Number assigned by DOD to your PSCO. It appears on all the Rosters, the Acknowledgement Postcard, and other materials.
4. Survey Administrator: Record the name of the individual who is responsible for the Roster and the survey administration.
5. Autovon Number: Record the telephone number for the Survey Administrator.
6. Survey Dates: Enter the dates of survey administration.
7. Number of Packets Returned: Enter the number of sealed "confidentiality" envelopes collected from the individuals listed on each page of the Roster. The number of packets returned should equal the number of check marks recorded in the column for Questionnaire RETD (Returned).

8. Respondent Data to be used as required:

- a. NAME: Last, First, MI
- b. SSN: Social Security Number
- c. GRADE: E-1 to E-9 and O-1 to O-6
- d. SEX: Male (M) or Female (F)
- e. UIC: Unit Code
- f. FORM: Indicates the questionnaire assigned to the respondent (1 to 4).

9. Survey Status Code Categories: Mark (x) the appropriate category next to each individual to indicate the results of your attempts to administer the survey to that person.

- o Questionnaire Status: Use the following two categories to monitor the distribution and return of Survey Packets:
 - a. ISSUED: Mark this category if the Survey Packet was issued to the individual, either at a group session or individually (i.e., in person or by mail).
 - b. RETD: Mark this category when the individual returns the questionnaire to you sealed in its "confidentiality" envelope.

- o Reason for Nonparticipation: If the individual is not available to participate during the survey period, you must mark a reason why. Check (x) one of the following reasons:
 - c. TDY: Not on installation during the entire survey period.
 - d. LV: On leave during entire survey period.
 - e. SEP: Separated from service prior to survey period.
 - f. PCS: Permanently moved from this installation prior to survey period. See Section F for special instructions.
 - g. OTHER (Specify): Individual could not participate during entire survey period for some other reason, e.g., in trans. confinement, deployment, etc. A reason must be written for each nonparticipant in this category.

Section F: Follow-up Instructions.

The following categories require some type of action.

a. Persons Not Available Initially for Survey Administration:

1. Repeated efforts should be made during the survey period to maximize participation. Remember that all survey packets must be returned to you for accounting purposes. If the individual does not return his or her packet at the specified time, you must:
 - o Again, contact those individuals by mail or phone, reminding them that their survey materials must be returned to you. Impress upon these individuals that you will be required to continue to contact them until they return their Survey Packets.
2. At those installations with more than 25 in the sample, send respondents a second Survey Packet to replace a lost or undelivered Survey Packet. Remember that "Extra Respondent Survey Packets" do not contain names. Determine the Form Type (1 to 4) of the Survey Packet that should be sent by checking the Alphabetical or UIC Roster. Find an "un-named packet" which has the same Form Number as the person's original Survey Packet. Be sure to write the respondent's name on their new packet.

- b. TDY/LEAVE and OTHER: Repeated efforts to contact individuals should be made during the survey period to maximize participation. These categories should only be used at the end of the survey period.
- c. PCS: Remember, it is your responsibility and not the unit POC to locate and forward survey packets to those individuals who have a change of UIC. In these instances, the individual will return his or her questionnaire directly to DMDC.

Section G: Handling and Shipping of Survey Materials

- 1. All sealed "confidentiality" envelopes **MUST BE HELD** by the PSCO until the administration is completed and all respondents have been accounted for. The suspense date for the survey is:
 - a. CONUS: 28 February 1979
 - b. OCONUS: Twenty-eight (28) days from receipt of survey materials.
- 2. When all surveys have been completed and accounted for, package the completed Alphabetical Roster, the two UIC Rosters, the sealed respondent envelopes, and any unused Survey Packets and return them in one shipment to DMDC. The Return Transmittal Memo must be completed and returned with the shipment.
- 4. Mail to:

Department of Defense
Defense Manpower Data Center (DMDC)
300 North Washington Street
Alexandria, Virginia 22314

Inclosure 2

SURVEY MATERIALS FOR THE 1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL
* * RECEIPT CHECKLIST * *

Please use this Receipt Checklist to make sure that you have all of the correct survey materials for the 1978 DOD Survey.

- o You have been sent a total of _____ box(es)/package(s) of survey materials.
- o This is BOX # _____ of _____ BOX(ES).
- o THIS BOX contains the following survey materials:
 - o Administrative Procedures Envelope(s) containing:
 - Administrative Instructions..... (____) copies.
 - Receipt Acknowledgement Postcard..... (____) copies.
 - Sample Roster(s) of Respondents' Names..... (____) copies.
 - Sample Accounting Return Envelope(s)..... (____) copies.
 - o Survey Packets for Respondent(s)..... (____) copies.

*** Please refer to the ADMINISTRATIVE INSTRUCTIONS ***
for further instructions.

S A M P L Y O N L Y !

Inclosure 3

1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL

* * RETURN TRANSMITTAL MEMO * *

TO: Department of Defense
 Defense Manpower Data Center (DMDC)
 300 North Washington Street
 Alexandria, Virginia 22314

DATE: _____

FROM: _____

City State Zip Code

ENTER YOUR SERVICE I.D.# IN THE SPACE BELOW:

- o ARMY - PSCO Office Symbol _____
- o NAVY - UIC # _____
- o MARINE CORPS - MCC # _____
- o AIR FORCE - CBPO PAS Code _____

The following SURVEY MATERIALS are being sent:

- o A total of _____ boxes/packages of survey materials.
- o This is BOX # _____ of _____ BOX(ES).
- o The total shipment contains the following:
 - o Sample Accounting Envelopes with Sample Rosters... (____) copi
 - o Sealed "Confidentiality Envelopes" with Completed
 Questionnaires from Survey Participants..... (____) copi
 - o Unused Survey Packets..... (____) copi



DEPARTMENT OF THE ARMY
U.S. ARMY MILITARY PERSONNEL CENTER
200 STOVALL STREET
ALEXANDRIA, VIRGINIA 22332

REPLY TO
ATTENTION OF:

DAPC-MSF-S

17 OCT 1978

SUBJECT: DOD Personnel Survey

1. The 1978 DOD Personnel Survey will be administered in late January - early February 1979. The RAND Corporation has been designated by DOD as the developer and coordinator of this survey effort.
2. The sample for this survey will be taken from centralized files by DOD. Lists of participants, survey booklets, and answer sheets will then be mailed to you for administration at your installation and all satellite units.
3. In order to assure that participants names will be sent to the appropriate PSCO we will need two pieces of information from you: your servicing MILPO and your SIDPERS activity (PPA) code(s).
4. Please annotate the bottom of this letter and return within 2 days of receipt. Pre-addressed return envelope is inclosed.

BY ORDER OF THE SECRETARY OF THE ARMY:

GEORGE W. ORTON
Colonel, GS
Chief, Field Activities
Division

1 Incl
as

Servicing MILPO _____
PPA Code(s) _____





DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON, D.C. 20350

NA

IN REPLY REFER TO

Ser 102/698164

NOV 29 1978

MEMORANDUM FROM THE DEPUTY CHIEF OF NAVAL OPERATIONS (MANPOWER,
PERSONNEL AND TRAINING)

Subj: 1978 Department of Defense Survey of Officers and
Enlisted Personnel

Encl: (1) Administrative Instructions

1. At the present time, the Department of Defense is conducting a large scale survey of military personnel from each of the four services. Some members of your command have been selected to participate in the survey by completing the questionnaires which have been provided with this memorandum.

2. The Department of Defense conducts surveys of this type about every two years. The 1976 survey provided information which was used recently by the President's Commission on Military Compensation, considering changes to pay, allowances, and retirement for the military services. The 1978 survey will develop information about the monetary aspects and quality of life in the Navy. The information will allow the Navy and the Secretary of Defense to consider whether there is a need to change or improve rotation policy, reenlistment options, promotion procedures, and various other policies that impact Navy personnel and their families.

3. Your personnel have been chosen as part of a sample of about 90,000 men and women from the Army, Navy, Air Force, and Marine Corps, because views and comments from a wide selection of officers and enlisted persons are needed. You are requested to accomplish administration of the survey as detailed in enclosure (1). The following is a summary of the action needed:

a. Acknowledge receipt of the questionnaires by returning the enclosed card.

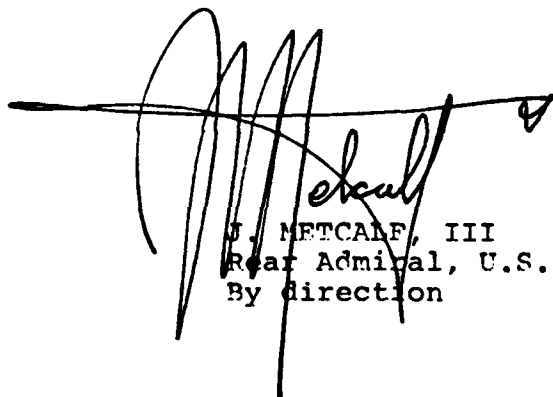
b. Ensure that the questionnaire marked for each individual in your command is provided to that individual, and that he or she completes it and returns it to you SEALED for mailing. The questionnaire takes about forty minutes to complete. You may wish to set a specific time to administer to all individuals available, although the questionnaires need to be returned expeditiously (7 - 21 days from receipt, depending on the number of personnel in

Ser 102/698164

your command). The completed questionnaire has no identifiers, cannot be linked to the individual and must be mailed in the sealed envelope without review by anyone in the command.

c. On the Roster which lists all the questionnaires for your command, mark those which were administered, and those which were not administered and check a reason (for example, illness, TEMADD, on leave, and so forth). It is important that all individuals be accounted for, because this allows for better analysis of the information when it is all compiled.

4. Because of its importance, please make every reasonable effort to enable the individuals involved to attend a group administration or have time for self-administration. If you would like to receive a copy of the results of the survey, a summary will be available for general distribution. You can obtain a copy by indicating your interest on the enclosed acknowledgement postcard and mailing it.

A large, stylized handwritten signature in black ink, appearing to read 'J. Metcalf, III', is written over the typed name and title.

J. METCALF, III
Rear Admiral, U.S. Navy
By direction

Administrative Instructions

Subj: 1978 DOD Survey of Officer and Enlisted Personnel
RCS #DD-M(OT) - 7840: Administrative Instructions

This attachment includes instructions for the conduct of this survey; the rest of the package(s) contains everything needed to conduct the survey. If you have any questions, contact Mr. M. K. Malehorn, Head, Research, Development and Studies Branch (OP-102), A/V 224-4196/8190.

Section A. Materials for the Administration of the Survey.
You should have the materials listed below. If you are missing any materials, contact Survey Branch, Defense Manpower Data Center (DMDC), A/V 221-0490/0530.

1. Administrative Instructions (which you are now reading). Extra copies have been provided for your use if the number of selected individuals is more than twenty-five (25).

2. Receipt Checklist will be in every box/package that you receive. If more than one box/package is mailed, the receipt checklist will describe the contents of each box and indicate the total number of boxes you should expect to receive.

3. Acknowledgement Postcard to be filled out and mailed immediately upon receipt and verification of these materials. Please note that you may request a summary report of the survey to be sent to you directly.

4. Rosters contain the names of all officers and enlisted personnel in your Command who will be completing the survey.

a. A UIC Roster, which contains an alphabetical listing of survey participants, has been provided for Command administrative and accounting purposes. Each Command must account for its sample by completing the UIC Roster. This Roster, properly marked, must be returned to DMDC.

b. A second copy of the Roster has been provided if the number of individuals is more than twenty-five and may be used for administrative purposes at your location. It is important that all information collected on the second copy be carefully recorded on the first UIC Roster. Both copies should be returned to DMDC.

5. Envelopes (labelled "SAMPLE ACCOUNTING") are provided for your use in returning the Roster(s) to DMDC as part of the total shipment.

Enclosure (1)

6. Survey Packets for each person on the Rosters.

a. The Survey Packets for larger units (more than 25 selected respondents) have been divided into four sets of packets which are grouped together, and clearly marked as Form 1, Form 2, Form 3 and Form 4. Within each set of Packets, the respondent envelopes are arranged in alphabetical order by respondent's last name (i.e., all Form 1 Packets are together and in alphabetical order followed by Form 2 Packets in alphabetical order, etc.).

b. Each Packet has a label with respondent's name. The packet is sealed and contains the following:

--One of four questionnaire forms as follows:

Form 1. 1978 DoD Survey of Enlisted Personnel, deals primarily with economic issues, civilian employment, orientation to different re-enlistment options, retirement, etc.

Form 2. 1978 DoD Survey of Enlisted Personnel, deals primarily with specific personnel policies; e.g., rotation experience, promotion, etc.

Form 3. 1978 DoD Survey of Officers, is the same as Form 1; however, it is designed for officers.

Form 4. 1978 DoD Survey of Officers, is the same as Form 2; however, it is designed for officers.

c. An introductory letter to respondents, signed by Rear Admiral Metcalf, encouraging participation in the survey.

d. A postcard which can be mailed by the respondent directly to DMDC, requesting a personal copy of the summary report.

e. A "confidentiality" envelope to be used by the respondent in returning the questionnaire to you. Please note that names do not appear on the return envelope. The return envelope is printed with the DMDC address and the phrase: SURVEY MATERIAL - TO BE OPENED ONLY BY THE RAND CORPORATION.

7. Extra Survey Packets, without names, but marked with the Form number (1 to 4) are included for your use, as described in Section D. (If the number of selected individuals in your Command is twenty-five (25) or less, no extra Packets are enclosed.)

8. A Return Transmittal Memo (Encl. 2) contains a Shipment Checklist to assist you in verifying that you have included all materials that must be returned to DMDC. At the end of the survey period, all survey materials must be accounted for and returned to DMDC. Before you return your survey materials, please fill out the "Return Transmittal Memo" and enclose it as part of your total return shipment to DMDC.

Section B. Administering the Survey. The survey should be administered to the officer and enlisted personnel on the Roster. We recommend you use the following procedures in administration:

1. Group Administration.

- a. Notify sampled respondents in advance of administration of the time and location.
- b. Review the explanation of the Roster (Section C) before beginning.
- c. Distribute the Survey Packets, #2 pencils and explain that all necessary survey materials are enclosed in the Packet. Take attendance on the Roster by checking the column marked QUESTIONNAIRE ISSUED. Collect the questionnaires, reminding individuals to seal them in the envelope provided and check the RETD (Returned) column next to each name.
- d. If an individual refuses to participate in the survey, encourage him/her to at least open the Survey Packet, read the enclosed materials, particularly the letter from Rear Admiral Metcalf, and impress upon them the importance of this particular survey. If they still have objections, ask the person to fill out the comment section on the back of the questionnaire, seal the questionnaire in the "confidentiality envelope" and return it to you. Remember that military personnel can be required to report to the survey site, but they may not be forced to complete the survey.

e. Follow instructions under Follow Up for respondents who did not attend their assigned survey session (Section D).

2. Individual Administration.

- a. Notify the individual that survey materials with instructions are available for him/her.
- b. Distribute the Survey Packets making sure that the correct Packet is given to each person and check the QUESTIONNAIRE ISSUED column on the Roster next to each name.
- c. Ask individual to return the questionnaire to you, sealed in the envelope provided. Bulk mailing from you will greatly simplify handling and assure that questionnaires are received for processing.
- d. As questionnaires are returned, check the column marked RETD (Returned) on the Roster.
- e. Follow instructions for Follow Up for respondents who could not be reached or did not return envelopes (Section D).

Section C. The Roster is intended to provide a complete report on the sample, help monitor the administration, and allow you to follow-up certain categories. Below is an explanation of the information contained on the Roster and the actions required by you:

1. The Roster(s) will be labelled by DMDC as "UIC Roster for UIC#-(UIC # appears here.)
(UIC address appears here.)"

2. RCN #: This is a DoD Record Control Number assigned to your UIC. It appears on the Roster(s), the Acknowledgement Postcard and other materials and is for DoD use only.

3. Survey Administrator and Autovon Number. Record the name and telephone of the individual responsible for filling out the Roster.

4. Survey Dates: Enter the dates during which you administered the survey.

5. Number of Packets Returned: Enter the number of sealed "confidentiality" envelopes collected from the individuals listed on each page of the Roster. The number of packets returned should equal the number of check marks recorded in the column for QUESTIONNAIRE RETD (Returned).

6. Respondent Data to be used as required: Name, SSN, Grade, Sex (M or F), Unit Code (UIC) and Questionnaire FORM (Indicates the questionnaire assigned to the individual [1 to 4]).

7. Survey Status Code Categories: Mark (X) the appropriate category next to each individual to indicate the results of your attempts to administer the survey to that person.

- Questionnaire Status: Use the following two categories to monitor the distribution and return of Survey Packets:

- a. ISSUED: Mark this category if the Survey Packet was issued to the individual, either at a group session or individually (i.e., in person or by mail).

- b. RETD: Mark this category when the individual returns the questionnaire to you sealed in its "confidentiality" envelope.

- Reason for Nonparticipation: If the individual is not available to participate during the survey period, you must mark a reason why. Mark (X) one of the following reasons:

- c. TDY: Not on installation during the entire survey period.

- d. LV: On leave during entire survey period.

- e. SEP: Separated from service prior to survey period.

f. PCS: Permanently moved from this installation prior to survey period. (See Section D.3 for special instructions.)

g. OTHER (Specify): Individual could not participate during entire survey period for some other reason, e.g., transit, confinement, deployment, etc. A reason must be written for each nonparticipant in this category.

Section D. Follow-up Instructions:

The following categories require some type of action.

1. Persons Not Available Initially for Survey Administration: Repeated efforts should be made during the survey period to maximize participation. Remember that all Survey Packets must be returned to you for accounting purposes. If necessary, recontact individuals to remind them to return Survey Packets.

a. At those installations with more than 25 in the sample, send respondents a second Survey Packet to replace a lost or undelivered Survey Packet. Remember that "Extra Respondent Survey Packets" do not contain names. Determine the Form Type (1 to 4) of the Survey Packet that should be sent by checking the Roster. Find an "un-named packet" which has the same Form Number as the person's original Survey Packet. Be sure to write the respondent's name on their new packet.

2. TDY/LEAVE and OTHER: Repeated efforts to contact individuals should be made during the survey period to maximize participation. These categories should only be used at the end of the survey period.

3. PCS: If the individual listed on the Roster is no longer in your unit, determine the new UIC address and forward the packet. Be sure to mark PCS on the UIC Roster next to the name. In these instances, the individual will return his/her questionnaire directly to DMDC.

Section E. Handling and Shipping of Survey Materials:

1. All sealed "confidentiality envelopes" MUST BE HELD by the Commanding Officer or his designee until the administration is completed. The suspense date for return of the survey is seven to twenty-one days from receipt, with the longer period allowed for larger (over 25 selected personnel) Commands.

2. When the survey is completed, package the completed Roster(s), the sealed respondent envelopes and any unused Survey Packets and return them in one shipment to DMDC. The Return Transmittal Memo must be completed and returned with the shipment.

3. Mail to: Department of Defense
Defense Manpower Data Center (DMDC)
300 North Washington Street
Alexandria, Virginia 22314

AF



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301

MANPOWER,
RESERVE AFFAIRS
AND LOGISTICS

December 17, 1978

MEMORANDUM FOR SURVEY CONTROL OFFICERS

SUBJECT: Administration of 1978 DOD Survey of Officers and Enlisted
Personnel RCS #DD-M(OT)-7840REF: 15 December 1978 Ltr. from DCS/USAF (Manpower and Personnel)
to AFDPs

As you were previously notified, individuals in your survey jurisdiction have been selected to participate in the 1978 DOD Survey of Officers and Enlisted Personnel.

You are requested to administer the survey as detailed in the Attachments. These administrative procedures have been coordinated with AFMPC/MPCYPS. The following is a summary of the action needed:

1. Acknowledge receipt of the survey materials by returning the enclosed postcard.
2. Ensure that each Survey Packet is given to the individual whose name appears on the packet label and that the questionnaires are returned to you for mailing. The completed questionnaires have no identifiers and cannot be linked to specific individuals.
3. Account for individuals sampled in your survey jurisdiction on the enclosed Roster by indicating whether or not the person actually participated in the survey. For each person who did not participate, indicate a reason.

The questionnaires should be returned expeditiously--no later than 28 February 1979 in CONUS or twenty-eight (28) days from receipt of materials in overseas locations.

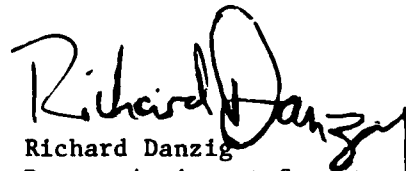
Because of the survey's importance, please make every reasonable effort to contact the sampled individuals and arrange for their participation.

If you would like to receive a copy of the results of the survey, indicate your interest on the enclosed acknowledgement postcard.

AF

The Air Force coordinating office for this survey is Survey Branch AFMPC/MPCYPS, Autovon: 487-6122/2849. Please direct any administrative questions to their attention.

Thank you for your assistance.


Richard Danzig
Deputy Assistant Secretary
(Program Development)

Enclosures

Attachment 1

SUBJECT: ADMINISTRATIVE INSTRUCTIONS: 1978 DOD SURVEY OF OFFICER
AND ENLISTED PERSONNEL RCS # DD-M(OT)-7840

This attachment provides instructions for the administration of this survey; the rest of the package(s) contains everything needed to conduct the survey. Please review carefully before distributing any questionnaires.

Section A: Materials for the Administration of the Survey. You should have all of the materials listed below. If you are missing any materials, contact:

Survey Branch
Defense Manpower Data Center (DMDC)
Autovon: 221-0490/0530

1. Administrative Instructions. At least one extra copy is provided for every survey jurisdiction.
2. Receipt Checklist to be used checking that you have received all of the correct survey materials. Each box/package will contain a receipt checklist which describes the enclosed materials. If more than one box/package is mailed, the receipt checklist will describe the contents of the total shipment you should expect to receive.
3. Acknowledgement Postcard to be filled out and mailed immediately upon receipt and verification of all of the materials listed on the receipt checklist.
 - a. Please note that you may request a summary report of the survey by entering your name and address on the Acknowledgement Postcard. (NOTE: The Record Control Number (RCN#) is for DOD use only.)
4. Rosters contain the names of all Air Force officers and enlisted personnel in your survey jurisdiction who should complete the survey. The two Rosters contain identical data in different sort orders:

- a. Alphabetical Roster: A listing of all selected officer and enlisted personnel in your survey jurisdiction. This Alphabetical Roster should be used to indicate the final results of your attempts to administer the survey to each selected individual, as explained by Section D. It must be returned along with the completed questionnaires to DMDC.
 - b. PAS Roster: An alphabetical listing of selected individuals sorted by PAS Code. Use this Roster if surveys are forwarded to the unit level for distribute, see Section C. The PAS Roster is also to be returned to DMDC with the completed questionnaires.
5. Envelopes (labelled "SAMPLE ACCOUNTING") are provided for your use in returning the Sample Rosters to DMDC.
6. Survey Packets:
- a. Your total shipment of survey packets has been divided into four sets of packets labelled as Form 1, Form 2, Form 3, Form 4. A Survey Packet is provided for each respondent on your Roster.
 - b. Each Survey Packet has a label with the respondent's name and contains the following:

-- One of the four questionnaire forms below:

Form 1. 1978 DOD Survey of Enlisted Personnel, deals primarily with economic issues, civilian employment, orientation to different re-enlistment options, retirement, etc.

Form 2. 1978 DOD Survey of Enlisted Personnel, deals primarily with specific personnel policies; e.g., rotation experience, promotion, etc.

Form 3. 1978 DOD Survey of Officers, is similar to Form 1, however, it is designed for officers.

Form 4. 1978 DOD Survey of Officers, is similar to Form 2, however, it is designed for officers.

-- An introductory letter to respondents, signed by B. L. Davis USAF Deputy Chief of Staff, for Manpower and Personnel.

-- A postcard which can be mailed by the respondent directly to DMDC, if the individual wants a personal copy of the summary report.

-- A "confidentiality" envelope in which the respondent should seal his or her completed questionnaire before returning it to you. No names appear on this return envelope. The return envelope is printed with the DMDC address and the phrase SURVEY MATERIAL - TO BE OPENED BY ONLY THE RAND CORPORATION.

7. Extra Respondent Survey Packets, without names, but marked with the questionnaire Form number (1 to 4) are included for your use, as described in Section C below. These Packets contain the same materials described in Section A.6 above.

a. One set of Packets should be provided to the DP and/or CPBO Chief for information purposes.

8. A Return Transmittal Memo (Attachment 3) contains a Shipment Checklist of all survey materials that must be accounted for and returned to DMDC, at the end of the survey period. Please fill out the "Return Transmittal Memo" and enclose it as part of your total return shipment to DMDC.

Section B: Survey Administration Schedule. This survey should be administered to each individual on the Roster. Survey administration for CONUS personnel should be completed no later than 28 February 1979. Overseas personnel should be surveyed within twenty-eight (28) days after you have received these materials.

Section C: Survey Administration. You may use either group or mailout procedures for this survey. The method you select will depend on your station's available facilities and operational requirements. Whichever method is used, it is critical to account for all survey respondents as described below and in Section D.9.

- o Group Administration: This procedure includes calling personnel into a central location in groups or individually to complete the questionnaire.
 1. Use your PAS Roster to notify respondents of administration time(s) and locations(s).
 2. At the beginning of each group session take attendance by using the Alphabetical Roster. When you have given the individual the Survey Packet and a #2 pencil, mark the column on the Roster for QUESTIONNAIRE ISSUED. At the same time, tell individuals that all materials which explain their participation in the survey are included inside the sealed envelope. Remind respondents to read the enclosed letter from B. L. Davis, Lieutenant General, Deputy Chief of Staff Manpower and the instructions on the cover page of the questionnaire.
 3. If an individual indicates that he or she does not want to participate in the survey, encourage the person to open the Survey Packet, read the enclosed materials, particularly the Davis letter and impress upon them the importance of this particular survey. If they continue to refuse, ask them to fill out the comment section on the back of the questionnaire, seal the questionnaire in the "confidentiality" envelope and return it. Remember that military personnel can be required to report to the survey site, but they may not be forced to complete the survey.
 4. Collect the questionnaire, reminding individuals to seal them in the "confidentiality" envelope. As persons return their questionnaires, mark the column on the Alphabetical Roster for QUESTIONNAIRE RETD (Returned).
 5. Do not collect any request for survey results postcards. The respondents should mail them directly to DMDC.
 6. Use Follow-up instructions for respondents who did not attend assigned survey session (Section E, page 8).

- o Mailout Procedures: Surveys may be mailed directly to each respondent or forwarded to unit orderly rooms for subsequent distribution. Whichever procedure is used, it is critical that you be able to account for the distribution and return of all survey materials to and from respondents (See Section D.9).
- 1. Individual Mailout. If this method is used you will need to provide a pre-addressed return envelope for each respondent.
 - a. When a Survey Packet is sent to an individual, you are to annotate the Alphabetical Roster in the QUESTIONNAIRE ISSUE block. (See Section D 9.a.)
 - b. Respondents are to return completed questionnaires in the "confidentiality" envelopes. These envelopes do not have the individual's name attached. In order for you to know who has completed a questionnaire, the respondents must return a separate form to you in addition to the Survey Packet. A recommended format for this additional form is at Attachment 2. The form can also be used to notify the respondent of when and where the surveys are to be returned.
 - c. Upon receipt of a completed Survey Packet and the special form described above annotate the Alphabetical Roster in the RETD block.
- 2. Unit Administration. If surveys are administered through unit orderly rooms the critical requirement is once again the accountability of all materials. If you select this method of administration, you are responsible for insuring that unit orderly rooms comply with the accountability requirements.
 - a. Notify the First Sargeant of each unit that survey materials with instructions are being sent.
 - b. Assemble the Survey Packets for the unit, making sure that the correct PAS Roster page(s) are attached to each group of packets.
 - c. Provide a copy of the GROUP ADMINISTRATION INSTRUCTIONS of this Attachment and the Roster description (pages 4 and 6-7) for each unit and specify a suspense data for survey completion.
 - d. When questionnaire packets are returned from the unit, make sure that the PAS Roster is attached and properly marked. Verify that you have received all survey materials. Transfer the information from the PAS Roster to the Master Alphabetical Roster, which is your complete survey record.

Section D: The Sample Rosters. You should have two different types of Rosters:

- o An Alphabetical Roster of all respondents within your survey jurisdiction. The Alphabetical Roster is intended to provide a complete report on the sample and permit follow-up on those participants who are not available initially.
- o A PAS Roster which lists all individuals in PAS order, with a new page for each PAS. Any information that you record on the PAS Roster must also be transferred to the Master Alphabetical Roster.

Below is an explanation of the information contained on the Rosters:

1. (_____) Roster or (_____) :
 - a. The Alphabetical Roster is labelled as "Alpha Roster for CBPO- (2 digit CBPO PAS Code is printed here)."
 - b. The PAS Roster will be labelled as "PAS Roster for PAS- (6 digit PAS Code is printed here)."
2. RCN #: This is a DOD Records Control Number assigned to each CBPO. It appears on all the Rosters, the Acknowledgement Postcard, and other materials.

You will need to provide information in items 3-6 and 8 on the Roster you return:

3. Survey Administrator: The name of the person at the CBPO who is responsible for the Roster and the survey administration.
4. Autovon Number: The telephone for Survey Administration.
5. Survey Dates: The dates during which the survey was administered.

6. Number of Packets Returned: You should enter the number of sealed "confidentiality" envelopes collected from the individuals listed on each page. The number of packets returned should equal the number of check marks recorded in the column for Questionnaire RETD (Returned).
7. The Respondent Data is to be used as required in administration:
 - a. NAME: Last, First, MI
 - b. SSN: Social Security Number
 - c. GRADE: E-1 to E-9 and O-1 to O-6
 - d. SEX: Male (M) or Female (F)
 - e. PAS: PAS Code
 - f. FORM: The questionnaire type assigned to the respondent (1 to 4).
8. Survey Status Code Categories: Mark (x) the appropriate category next to each individual's name to indicate the results of your attempts to administer the survey to that person.
 - o Questionnaire Status: Use the following two categories to monitor the distribution and return of Survey Packets:
 - a. ISSUED: Mark this category if the Survey Packet was issued to the individual, either in person or by mail.
 - b. RETD: Mark this category when the individual returns the questionnaire to you sealed in its "confidentiality" envelope.
 - o Reason for Nonparticipation: If the individual is not available to participate during the entire survey period, you must check one of the following reasons:
 - c. TDY: Not on installation during the entire survey period.
 - d. LV: On leave during entire survey period.
 - e. SEP: Separated from the Air Force prior to survey period.
 - f. PCS: Permanently moved from this installation prior to survey period, questionnaires should be forwarded by CBPO.
 - g. OTHER (Specify): Individual could not participate during entire survey period for some other reason, e.g., in transit confinement, deployment, etc. A reason must be written for each nonparticipant in this category.

Section E: Follow-up Instructions.

The following categories require some type of follow-up:

- a. TDY/LEAVE and OTHER: Repeated efforts to contact individuals should be made during the survey period to maximize participation. These categories should only be used at the end of the survey period.
- b. PCS: Take the Survey Packet to the mailing room at your installation and have them forward the packet to the individual at his/her new address. In these instances, the PCS'd individual will return his/her questionnaire directly to DMDC.

Section F: Handling and Shipping of Survey Materials

1. All sealed "confidentiality" envelopes MUST BE HELD by the CBPO until the administration is completed and all respondents have been accounted for. The suspense date for the survey is:
 - a. CONUS: 28 February 1979
 - b. Overseas: Twenty-eight (28) days from receipt of survey materials.
2. When the survey is completed, package the completed Alphabetical Roster, the PAS Roster, the sealed respondent envelopes, and any unused Survey Packets and return to DMDC. The Return Transmittal Memo must be returned with the shipment.
4. Mail to:

Department of Defense
Defense Manpower Data Center (DMDC)
300 North Washington Street
Alexandria, Virginia 22314

Attachment 2

SUGGESTED COVER LETTER

FROM: (CBPO Office Symbol)
SUBJECT: 1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL
TO: SURVEY PARTICIPANTS

1. You have been randomly selected to participate in the DOD Survey of Officers and Enlisted Personnel. The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps, and Air Force in order to evaluate personnel policies. Your cooperation in completing the attached survey will be greatly appreciated.

2. Attached is the 1978 DOD Survey Packet. Please complete the survey following the instructions provided. After completing the survey please return it to _____ in the envelope provided. We would appreciate your completing the survey by _____.

3. Your responses to this survey are confidential. Do not place your name on any survey materials you return from the Survey Packet. For bookkeeping purposes we need to know the status of all materials we distribute, for this reason we ask that you provide the following information and return this sheet to _____.

NAME _____

DATE SURVEY PACKET RETURNED _____

* IMPORTANT, DO NOT RETURN THIS SHEET IN YOUR SURVEY PACKET *

4. This sheet cannot be connected in any way to your responses on the DOD Survey. We will use this information solely for administrative purposes in determining the status of all the questionnaires we distributed. If you have any questions contact _____, at extension _____.

Attachment 3

1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL

* * RETURN TRANSMITTAL MEMO * *

TO: Department of Defense
Defense Manpower Data Center (DMDC)
300 North Washington Street
Alexandria, Virginia 22314

DATE: _____

FROM: _____

City State Zip Code

ENTER YOUR SERVICE I.D.# IN THE SPACE BELOW:

- o ARMY - PSCO Office Symbol _____
- o NAVY - UIC # _____
- o MARINE CORPS - MCC # _____
- o AIR FORCE - CBPO PAS Code _____

The following SURVEY MATERIALS are being sent:

- o A total of _____ boxes/packages of survey materials.
- o This is BOX # _____ of _____ BOX(ES).
- o The total shipment contains the following:
 - o Sample Accounting Envelopes with Sample Rosters... (____) copies
 - o Sealed "Confidentiality Envelopes" with Completed Questionnaires from Survey Participants..... (____) copies
 - o Unused Survey Packets..... (____) copies



MANPOWER,
RESERVE AFFAIRS
AND LOGISTICS

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301

MC

December 15, 1978

MEMORANDUM FOR MARINE CORPS COMMANDS

SUBJECT: Administration of the 1978 DOD Survey of Officers
and Enlisted Personnel, RCS #DD-M(OT)-7840

As previously notified by Headquarters Marine Corps, some members of your Command have been selected to participate in the 1978 DOD Survey.

The Department of Defense conducts surveys of this type about every two years. The 1978 survey will develop information about the monetary aspects and quality of life in the Marine Corps. The information will allow the Secretary of Defense and the Marine Corps to evaluate whether there is a need to modify rotation policies, reenlistment options, promotion procedures, and various other policies that affect officers, enlisted personnel, and their families.

You are requested to administer the survey as detailed in Enclosure 1. The following is a summary of the action required:

1. Commands (MCC) will acknowledge receipt of the survey materials by returning the enclosed postcard.
2. Commands will distribute Survey Packets and Rosters to the appropriate operational units (RUC) for administration of the survey.
3. Because of the survey's importance, every reasonable effort should be made to contact the individuals involved and arrange to have them attend a group administration or have time for self-administration.
4. Each individual should complete the questionnaire and seal it in the envelope provided. The completed questionnaires have no identifiers and cannot be linked to specific individuals.
5. Enclosed are the Rosters listing those individuals in your Command who were selected to complete a questionnaire. Indicate on the Unit (RUC) Roster whether or not the person actually participated in the survey; for each person who

did not participate, check the reason in the appropriate column. It is essential that you account for all individuals in your Command to ensure better analysis of information.

6. All materials will be returned by the Command upon completion of the survey.

Questionnaires from CONUS locations should be returned no later than 28 February 1979. Overseas locations should return the questionnaires no later than twenty-eight (28) days from receipt of materials.

If you would like to receive a copy of the results of the survey, indicate your interest on the enclosed postcard.

The Marine Corps action officer for this survey is Maj. C. D. Kuhn (MPI-20), Autovon: 224-4165. Please contact him if you have any questions.

Thank you for your assistance.


Richard Danzig
Deputy Assistant Secretary
(Program Development)

- Enclosures:
1. Administrative Instructions
 2. Receipt Checklist
 3. Return Transmittal Memo

Enclosure 1

ADMINISTRATIVE INSTRUCTIONS

SUBJECT: 1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL
RCS # DD-M(OT)-7840

This enclosure provides instructions for the administration of this survey; the remainder of the package(s) contains everything needed to conduct the survey. Please review carefully before distributing any of the questionnaires.

Section A: Materials for the Administration of the Survey. All survey material has been sent to each Command for distribution to the appropriate unit(s) (RUC). You should have all the materials listed in Section A. If you are missing any of the following materials, contact:

Survey Branch
Defense Manpower Data Center (DMDC)
Autovon: 221-0490/0530

1. Administrative Instructions (which you are now reading). A copy has been provided for each Command (MCC) and extra copies if the number of respondents in the Command is twenty-five (25) or more.
2. Receipt Checklist should be used to make sure that you have received all of the correct survey materials for your Command. Each box/package that you receive will contain a receipt checklist which describes the enclosed materials and the total number of boxes that were mailed. In all cases where more than one mailing container was sent, boxes are marked as "1 of x," "2 of x," etc. The number "x" is the total number of boxes/packages you should have received. (See example in Enclosure 2.)
3. Acknowledgement Postcard should be filled out and mailed immediately to DMDC upon receipt and verification of all of the materials listed on the receipt checklist.
 - a. Remember, you may request a summary report of the survey by entering your name and address on the Acknowledgement Postcard. (NOTE: The Record Control Number (RCN#) is for DOD use only.)
4. Rosters contain the names of all Marine Corps officers and enlisted personnel in your Command who are to complete the survey. The two enclosed Rosters contain similar information but have different administrative uses:

- a. An Alphabetical Roster (MCC) has been provided for Command administrative purposes. It contains an alphabetical listing of officer and enlisted people in your Command. This Alphabetical MCC Roster is intended to provide the Command with a complete record of all selected survey participants and their specific Units (RUCs). This Roster should always be kept at the Command for the entire survey period. It should be used, as required, to monitor the distribution and return of survey materials from units (RUC).
 - b. A RUC Roster, with RUC addresses, has been provided for RUC accounting purposes. Each RUC which is responsible for survey administration must account for its sample by completing a RUC Roster. Each new page contains a Roster of individuals selected to be surveyed and their specific RUC. The RUC Roster, properly marked, as explained by Section F, must be returned with the Alphabetical Roster and completed questionnaires to DMDC.
5. Envelopes (labelled "SAMPLE ACCOUNTING") are provided for your use in returning the Rosters. You should seal the Rosters in these envelopes and mail them to DMDC, as part of the total shipment of survey materials.
 6. Survey Packets for each person on the Sample Roster.
 - a. The Survey Packets have been packaged in RUC order which is identical to the RUC Roster. This packaging order will facilitate your distribution of survey materials to RUC(s). The survey packets for each RUC have been divided into four sets of packets which are grouped together, and clearly marked as Form 1, Form 2, Form 3, and Form 4. (All Form 1 and 2 Packets are for enlisted personnel only. Form 3 and 4 Packets are for officers only.) Within each set of RUC Packets, the respondent envelopes are arranged in alphabetical order by respondent's LAST name (i.e., all Form 1 Packets for a specific RUC are together and in alphabetical order followed by Form 2 Packets for the same RUC in alphabetical order, etc.).
 - b. Each Survey Packet has a label with the respondent's name. The Packet is sealed and contains the following:
 - One of the four questionnaire forms below:
- Form 1. 1978 DOD Survey of Enlisted Personnel, deals primarily with economic issues, civilian employment, orientation to different re-enlistment options, retirement, etc.

- Form 2. 1978 DOD Survey of Enlisted Personnel, deals primarily with specific personnel policies; e.g., rotation experience, promotion, etc.
- Form 3. 1978 DOD Survey of Officers, is similar to Form 1; however, it is designed for officers.
- Form 4. 1978 DOD Survey of Officers, is similar to Form 2; however, it is designed for officers.

NOTE: The following "Confidentiality Notice" appears on the cover of each questionnaire.

NOTICE

This survey is anonymous. Please do not write your name on either your questionnaire or return envelope. Be sure to destroy the mailing envelope which contains your name and other identification.

Your participation in this survey is voluntary. You are encouraged to provide complete and accurate information, but you are not required to answer any questions you consider objectionable.

Your responses to this survey will be combined with similar information from other military personnel and used to prepare a statistical report. The Rand Corporation, a non-profit research company, is under contract to the Assistant Secretary of Defense - Manpower, Reserve Affairs and Logistics and has primary research and analysis responsibility.

If you would like a summary report of the results of this survey, please mail the enclosed postcard.

- An introductory letter to respondents from the USMC Chief of Staff for Manpower encouraging participation in the survey.
- A postcard which can be mailed by the respondent directly to DMDC, requesting a personal copy of the summary report.
- A "confidentiality" envelope in which the respondents will seal their completed questionnaire before returning it to the Survey Administrator. Please note that no names appear on this return envelope. The return envelope is printed with the Defense Manpower Data Center address and the phrase SURVEY MATERIAL - TO BE OPENED ONLY BY THE RAND CORPORATION.

7. Extra Respondent Survey Packets, without names, but marked with the questionnaire Form number (1 to 4) are included for your use, as described in Section D below. These Packets contain the same materials described in Section A-6 above. (If the number of respondents in your Command is twenty-five (25) or less, no extra Survey Packets are enclosed.)
8. A Return Transmittal Memo (see Enclosure 3) contains a Shipment Checklist to assist the Command in verifying that you have included all materials that must be returned to DMDC. At the end of the survey period, all survey materials must be accounted for by the Command and returned to DMDC. Before your Command returns your survey materials, please fill out the "Return Transmittal Memo" and enclose it as part of your total return shipment to DMDC.

Section B: Survey Schedule. The survey will be administered to each Officer or Marine on the Roster. CONUS personnel should be surveyed in the month of February. Overseas personnel should be surveyed within twenty-eight (28) days after receipt of these materials.

Section C: Survey Notification:

As previously notified by Headquarters Marine Corps, the survey will be administered by the operational unit (RUC) specified on the Roster. Use the following procedures to distribute survey materials to the RUC point of contact:

- a. Use your RUC Roster to identify the location of the unit(s) that must be notified about the survey administration. Notify the RUC point of contact at each location that survey materials with instructions are available for their unit administration.
- b. Make arrangements to forward the following survey materials to the RUC (s):
 1. The pages from the RUC Roster which contain the names of individuals at that specific unit. The survey administrator must use the RUC Roster to indicate the final results of his or her attempts to administer the survey to each individual.
 2. Survey Packets for individuals at the RUC. Remember, your survey packets were packaged in RUC order.
 3. A copy of the Survey Administration Instructions.
 4. Suspense date for returning survey materials to the Command.

Section D: Survey Administration. Each RUC responsible for survey administration should use the procedures listed below:

- o Make every reasonable effort to arrange to have all individuals attend a Group Administration. If necessary schedule several administration times and locations throughout the survey period.
- o While group administration is preferred, the option of Individual Administration may be permitted if group administration is not possible during the survey period.

Below is a description of the procedures to be followed for the two types of survey administration:

1. GROUP ADMINISTRATION

- a. Verify the names on the RUC Roster.
- b. If any individual listed on the Roster is no longer in that unit, determine the new RUC address and forward the packet. Be sure to mark PCS on the RUC Roster next to his/her name. If an individual has separated from the service, mark SEP (Separated) on the RUC Roster next to his/her name and return the Survey Packet.
- c. It is recommended that a large auditorium or classroom be used for group administration. The administration site should be as comfortable as possible and have an adequate writing surface for each individual.
- d. When you are ready to begin survey administration, use the following procedures:
 1. Review the explanation of the RUC Roster (Section F below) before you begin.
 2. Locate the individual's name on the RUC Roster.
 3. Determine from the RUC Roster the correct Form to be issued.
 4. Issue the appropriate Survey Packet to the individual.
 5. Mark the Questionnaire ISSUED column on the RUC Roster next to the name.
 6. Give out the #2 pencils and explain that all necessary survey materials are enclosed in the Survey Packet.
 7. Encourage them to read the letter from the USMC Chief of Staff for Manpower and to follow the instructions on the cover page of the questionnaire.
 8. If an individual refuses to participate in the survey, encourage him/her to at least open the Survey Packet, read the letter from the USMC Chief of Staff for Manpower and impress upon them the importance of this particular survey. If they still have objections, ask the person to fill out the comment section on the back of the questionnaire and seal the questionnaire in the "confidentiality" envelope.
 9. Do not collect any respondent postcards. They should be mailed by the individuals directly to DNDC.
- e. Repeat the above steps at each survey session. Remember that you must locate and survey those individuals who did not attend their assigned group session.

2. INDIVIDUAL ADMINISTRATION

- a. Verify the names on the RUC Roster. Notify each individual that survey materials with instructions are available for him/her.
- b. If an individual listed on the Roster is no longer in that unit, but still in your Command, determine the new RUC address and forward the packet. If an individual is no longer in your Command, but still in the Marine Corps, please forward the packet through the U.S. mail. In that case, mark PCS on the RUC Roster next to his/her name. The individual will return the completed packet directly to DMDC. If an individual has separated from the service, mark SEP (Separated) on the RUC Roster next to his/her name and return the Survey Packet.
- c. Review the meaning of the categories on the RUC Roster before you begin.
- d. Whenever possible, arrange to have the individual pick-up the Survey Packet in person. When you have given the individual the packet, mark the column on the RUC Roster for Questionnaire ISSUED. Tell individuals that all materials which explain their participation in the survey are included in the sealed envelope. Remind them to read the enclosed letter from the USMC Chief of Staff for Manpower and the instructions on the cover page of the questionnaire. Give the individual a suspense date to return the completed packet. Tell them to return it in person. If they cannot, then instruct them to seal the questionnaire in the "confidentiality" envelope and put it in a U.S. Government Messenger Envelope (Guard Mail) with their name on the outside. In this way you can account for all surveys. When persons return their sealed questionnaires, mark the column on the RUC Roster for Questionnaire RETD (Returned).
- e. If the individual cannot pick-up the Survey Packet, you should mail the packet to that person. Before mailing the packet, you should:
 - o Enclose the sealed Survey Packet in a U.S. Government Messenger Envelope (Guard Mail) with the individual's name on it. It must be used by the respondent in returning materials to you for accounting purposes.
 - o Enclose a brief memo to the individual which indicates the suspense date when survey materials must be returned to you.

- o When you have mailed the packet, mark the column on the RUC Roster for Questionnaire ISSUED.

When the sealed packets are returned to you, mark the column on the RUC Roster for Questionnaire RETD (Returned).

- f. Repeated efforts should be made during the survey period to maximize participation. Remember that all Survey Packets must be returned to you for accounting purposes. If the individual does not return his or her packet at the specified time, you must:
 - o Again, contact those individuals by mail or phone, reminding them that their survey materials must be returned to you.
 - o If necessary, send respondents a second Survey Packet to replace a lost or undelivered packet. Remember that "Extra Respondent Survey Packets" do not contain names. Determine the Form of Survey Packet that should be sent by checking the RUC Roster which indicates Form Type (1 to 4). Find an "un-named packet" which has the same Form Number as the original Survey Packet. Be sure to write the Respondent's name on this new packet.
- g. If an individual indicates that he or she does not wish to participate in the survey, encourage the person to open the Survey Packet, read the enclosed materials and impress upon them the importance of this particular survey. These individuals should read the "Confidentiality Notice" which appears on the questionnaire. If they continue to refuse, ask them to fill out the comment section on the back of the questionnaire, seal the questionnaire in the "confidentiality" envelope and return it to you. The individual must return his/her Survey Packet to you whether or not he or she completes the survey.

Section E: Command Follow-up on RUC Administration:

When Survey materials are returned from the RUC, the Command point of contact must:

- o Verify all survey materials that have been received.
- o Make sure that the survey status of each individual has been properly marked on the RUC Roster.

Section F: The Rosters. You should have two different types of Rosters:

- o An Alphabetical Roster of all respondents at the Command, provided for MCC administrative use.
- o A RUC Roster which lists each RUC and the names of survey participants selected from each one. The RUC Roster is intended to provide a complete report on the persons selected for the survey and permit a RUC follow-up on those individuals who are not available initially.

Below is an explanation of the information contained on the alphabetical and RUC Rosters and the actions required by you:

1. (____) Roster for (____).
 - a. The Alphabetical Roster is labelled by DMDC as:
Alpha Roster for MCC (Your MCC # is recorded in this space).
 - b. The RUC Roster is labelled by DMDC as:
RUC Roster for RUC (RUC # is recorded in this space).
(A RUC address will also be listed below this phrase.)
2. Page __ of __:

The pages for each new RUC will be numbered by DMDC consecutively from 1 to __; i.e., the first page of new RUC will be numbered "1 of __."
3. RCN #: This is a DOD Record Control Number assigned to your MCC. It appears on all the Rosters, the Acknowledgement Postcard and other materials and is for DOD use only.
4. Survey Administrator: You should record the name of the RUC point of contact who is responsible for the roster and the survey administration on the RUC Roster.
5. Autovon Number: You should record the telephone for Survey Administrator.

6. Survey Dates: You should enter the dates of survey administration.
7. Number of Packets Returned: You should enter the number of sealed "confidentiality" envelopes collected from the individuals listed on each page of the RUC Roster. The number of packets returned should equal number of check marks recorded in the column for Questionnaire RETD (Returned).
8. Respondent Data to be used as required:
 - a. NAME: Last, First, MI
 - b. SSN: Social Security Number
 - c. GRADE: E-1 to E-9 and O-1 to O-6
 - d. SEX: Male (M) or Female (F)
 - e. RUC: Unit Code
 - f. FORM: Indicates the questionnaire assigned to the respondent (1 to 4).
9. Survey Status Code Categories: Mark (x) the appropriate category next to each individual to indicate the results of your attempts to administer the survey to that person.
 - o Questionnaire Status: Use the following two categories to monitor the distribution and return of Survey Packets:
 - a. ISSUED: Mark this category if the Survey Packet was issued to the individual, either at a group session or individually (i.e., in person or by mail).
 - b. RETD: Mark this category when the individual returns the questionnaire to you sealed in its "confidentiality" envelope.
 - o Reason for Nonparticipation: If the individual is not available to participate during the survey period, you must mark a reason why. Check (x) one of the following reasons:
 - c. TDY: Not on installation during the entire survey period.
 - d. LV: On leave during entire survey period.
 - e. SEP: Separated from service prior to survey period.
 - f. PCS: Permanently moved from this installation prior to survey period. See Section G for special instructions).

- g. OTHER (Specify): Individual could not participate during entire survey period for some other reason, e.g., transit, confinement, deployment, etc. A reason must be written for each nonparticipant in this category.

Section G: Follow-up Instructions:

The following categories require some type of action.

- a. TDY/LEAVE and OTHER: Repeated efforts to contact individuals should be made during the survey period to maximize participation. These categories should only be used at the end of the survey period.
- b. PCS: Remember it is the responsibility of each RUC point of contact to locate and forward Survey Packets to those individuals who have had a change of RUC. In these instances, the individual will return his/her questionnaire directly to DMDC.

Section H: Handling and Shipping of Survey Materials

1. All sealed "confidentiality" envelopes MUST BE HELD by the operational unit (RUC) until the individuals have been accounted for. When the RUC survey administration and sample accounting is completed, materials should be returned to the Command (MCC).
2. All sealed "confidentiality" envelopes MUST BE HELD by the Command (MCC) until survey administration is completed at all RUCs. The suspense date for this survey is:
 - a. CONUS: 28 February 1979
 - b. Overseas: Twenty-eight (28) days from receipt of survey materials.
3. When all surveys have been completed, package the completed RUC Roster, the Alphabetical Roster, the sealed respondent envelopes, and any unused Survey Packets and return them in one shipment to DMDC. The Return Transmittal Memo must be completed and returned with the shipment.
4. Mail to:

Department of Defense
Defense Manpower Data Center (DMDC)
300 North Washington Street
Alexandria, Virginia 22314

Enclosure 2

SURVEY MATERIALS FOR THE 1978 DOD SURVEY OF
OFFICERS AND ENLISTED PERSONNEL

* * RECEIPT CHECKLIST * *

Please use this Receipt Checklist to make sure that you have all of the correct survey materials for the 1978 DOD Survey.

- o You have been sent a total of ___ Box(es)/package(s) of survey materials.
- o This is BOX # ___ of ___ BOX(ES).
- o THIS BOX contains the following survey materials.
 - o Administrative Procedures Envelope(s) containing:
 - Administrative Instructions..... (____) copies
 - Receipt Acknowledgement Postcard..... (____) copies
 - Sample Roster(s) of Respondents' Names..... (____) copies
 - Sample Accounting Return Envelope(s)..... (____) copies
 - o Survey Packets for Respondent (s)..... (____) copies

*** Please refer to the ADMINISTRATIVE INSTRUCTIONS for further *** instructions.

S A M P L E O N L Y!

AD-A086 346

RAND CORP SANTA MONICA CA

F/G 5/9

DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL: SURVEY DESIGN AN--ETC(U)

APR 80 Z D DOERING, D W GRISSMER, J A HAVES

MDA903-77-C-0108

UNCLASSIFIED

RAND/N-1458-MRAL

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3 OF 3
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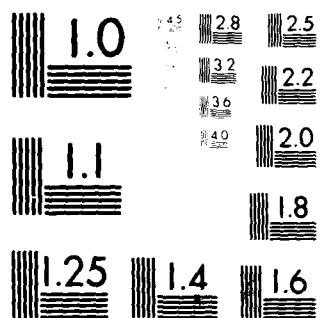
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DATE

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DTIC



MICROCOPY RESOLUTION TEST CHART

U.S. GOVERNMENT PRINTING OFFICE: 1963 O 344-100

Enclosure 3

1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL

* * RETURN TRANSMITTAL MEMO * *

TO: DEPARTMENT OF DEFENSE DATE: _____
DEFENSE MANPOWER DATA CENTER (DMDC)
300 NORTH WASHINGTON STREET
ALEXANDRIA, VIRGINIA 22314

FROM: _____

City State Zip Code

ENTER YOUR SERVICE I.D.# IN THE SPACE BELOW:

- o ARMY - PSCO Office Code _____
- o NAVY - UIC # _____
- o MARINE CORPS - MCC # _____
- o AIR FORCE - CBPO PAS Code _____

The following SURVEY MATERIALS are being sent:

- o A total of ____ boxes/packages of survey materials.
- o This is BOX # ____ of ____ BOX(ES).
- o The total shipment contains the following:
 - Sample Accounting Envelopes with Sample Rosters..... (____) copies
 - Sealed "Confidentiality Envelopes" with Completed Questionnaires from Survey Participants..... (____) copies
 - Unused Survey Packets..... (____) copies

APPENDIX D
SURVEY ROSTER

APPENDIX E
ADMINISTRATIVE MATERIALS

RCN NO. _____

TO VERIFY RECEIPT OF SURVEY MATERIALS, PLEASE FILL IN INFORMATION BELOW:

TODAY'S DATE: _____

SERVICE I.D. NO. _____

ARMY-PSCO OFFICE SYMBOL: _____

NAVY-UIC OFFICE SYMBOL: _____

MARINE CORPS-MCC OFFICE SYMBOL: _____

AIR FORCE-CPBO PASS CODE: _____

BASE/INSTALLATION/LOCATION: _____

PLEASE SEND A SUMMARY REPORT OF THE 1978 DOD SURVEY TO THE FOLLOWING:

NAME: _____

ADDRESS: _____

CITY

STATE

ZIP CODE

DEPARTMENT OF DEFENSE
DMDC
300 N. WASHINGTON ST.
ALEXANDRIA, VA 22314

POSTAGE AND FEES PAID
DEPARTMENT OF DEFENSE
DOD-382



DEFENSE MANPOWER DATA CENTER
300 N. WASHINGTON STREET
ALEXANDRIA, VIRGINIA 22314

1978 DOD SURVEY OF OFFICER AND ENLISTED PERSONNEL
ACKNOWLEDGEMENT POSTCARD/SURVEY SUMMARY REQUEST

DEPARTMENT OF DEFENSE
DEFENSE MANPOWER DATA CENTER
300 N. WASHINGTON STREET
ALEXANDRIA, VIRGINIA 22314

RECEIPT CHECKLIST

SURVEY MATERIALS FOR THE 1978 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL

PLEASE USE THIS RECEIPT CHECKLIST TO MAKE SURE THAT YOU HAVE ALL OF
THE CORRECT SURVEY MATERIALS FOR THE 1978 DOD SURVEY.

- You have been sent a total of _____ box(es)/package(s) of survey materials.
- This is Box No. _____ of _____ box(es).
- Your TOTAL SHIPMENT contains the following survey materials:
 - Survey Packet(s) for Respondent(s) (_____) copies
 - In Box No. 1, Administrative Procedures Envelope(s) containing:
 - Administrative Instructions (_____) copies
 - Receipt Acknowledgement Postcard (_____) copies
 - Sample Roster(s) of Respondents' Names . (_____) copies
 - Sample Accounting Return Envelope(s) . . (_____) copies

Please refer to the ADMINISTRATIVE INSTRUCTIONS for further information.

Be sure to save the inside box (or envelope) and packing material (if any) for return of the completed surveys to:

DEFENSE MANPOWER DATA CENTER
300 N. WASHINGTON STREET
ALEXANDRIA, VIRGINIA 22314

When returning completed surveys, be sure each box is packed tightly so that there is no room for the surveys to move around. Secure each box with reinforced tape. Please return all completed surveys in one shipment.

APPENDIX F
RESPONDENT MATERIALS



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
WASHINGTON, D.C. 20310

8 DEC 1978

DAPC-MSF-S

SUBJECT: 1978 Department of Defense Survey of Officer and Enlisted Personnel

TO 1978 DOD SURVEY PARTICIPANTS

1. Inclosed is your copy of the 1978 DOD Survey of Officer and Enlisted Personnel (Incl 1) currently being conducted in each of the four Services. Several months ago, you probably received a letter from the Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics) informing you of your selection to participate in this effort. Before you complete the questionnaire, I would like to emphasize its importance.

2. The Department of Defense conducts surveys of this type about every two years. The 1976 survey provided information which was used recently by the President's Commission on Military Compensation, considering changes to pay, allowances, and retirement for the military services. The 1978 survey which you are asked to respond to will develop information about the monetary aspects and quality of life in the Army. The information will allow the Army and the Secretary of Defense to consider whether there is need to change or improve rotation policies, reenlistment options, promotion procedures, and various other policies that affect Army personnel and their families.

3. You have been randomly chosen as part of a sample of about 90,000 men and women from the Army, Navy, Air Force, and Marine Corps because views and comments from a wide selection of officers and enlisted persons are needed. The information you provide will be combined with the information provided by all the other people surveyed, so that military personnel policies can be evaluated and improved. The RAND Corporation, under contract to the Department of Defense, prepared this survey and has primary responsibility for analysis and general distribution. If you would like to receive a copy of the summary, please mail the inclosed postcard (Incl 2) directly, as your name will not be associated with the questionnaire. Additional instructions for the survey are on the cover of the questionnaire.

DAPC-MSF-S

SUBJECT: 1978 Department of Defense Survey of Officer and
Enlisted Personnel

4. The success of this survey depends on obtaining the full cooperation of those who have been selected to participate. The survey provides you with the opportunity to express many of your ideas and opinions as well as provide important information about your military experiences.

5. Thank you for your assistance.

3 Incl

1. DOD Survey
2. Return Postcard
3. Return "Confidentiality"
Envelope



ROBERT G. YERKS
Lieutenant General, GS
Deputy Chief of Staff
for Personnel

DEPARTMENT OF DEFENSE

SURVEY OF OFFICERS AND ENLISTED PERSONNEL

JANUARY 1979

Dear Survey Participant,

You have been randomly selected to participate in the Department of Defense Survey of Officers and Enlisted Personnel.

Attached is your DoD Survey Packet which contains materials explaining your participation in this important survey. Please complete the survey, following the instructions provided, within seven (7) days from receipt of this survey packet.

When you have finished answering the survey, please:

- o Place the questionnaire in the stamped, addressed envelope that has been provided. Please DO NOT FOLD the questionnaire.
- o Mail it directly to the Defense Manpower Data Center.

Your cooperation in completing this survey is greatly appreciated.



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON, D.C. 20350

IN REPLY REFER TO
Ser 102/698165
NOV 29 1978

MEMORANDUM FROM THE DEPUTY CHIEF OF NAVAL OPERATIONS (MANPOWER,
PERSONNEL AND TRAINING)

Subj: 1978 Department of Defense Survey of Officers and
Enlisted Personnel

1. At the present time, the Department of Defense is conducting a large scale survey of military personnel from each of the four services. You have been selected to participate in the survey by completing the questionnaire which has been provided with this memorandum. Several weeks ago, you probably received a letter from Mr. Robin Pirie, Office of the Assistant Secretary of Defense; Manpower, Reserve Affairs and Logistics, informing you of your selection to participate in this effort.
2. The Department of Defense conducts surveys of this type about every two years. The 1976 survey provided information which was used recently by the President's Commission on Military Compensation, considering changes to pay, allowances, and retirement for the military services. The 1978 survey which you are asked to respond to will develop information about the monetary aspects and quality of life in the Navy. The information will allow the Navy and the Secretary of Defense to consider reenlistment options, promotion procedures, and various other policies that impact Navy personnel and their families.
3. You have been chosen as part of a sample of about 90,000 men and women from the Army, Navy, Air Force, and Marine Corps, because views and comments from a wide selection of officers and enlisted persons, are needed. Your name is not on the questionnaire--there are no marks to trace it back to you, and an envelope is provided so it can be sealed and mailed for processing without anyone's review. The information you provide will be combined with the information provided by all the other people surveyed, so that military personnel policies can be evaluated and improved.
4. Because of its importance, you should complete the questionnaire within seven days. Your Commanding Officer may set up a time and place for you to do this, if there are a number of individuals in the command who have received questionnaires.

NA
Ser 102/698165

5. If you would like to receive a copy of the results of the survey, a summary will be available for general distribution. You can obtain a copy by completing the enclosed postcard and mailing it.

6. Before you begin the questionnaire, please read the instructions on the cover. And thank you for participating.

A large, stylized handwritten signature in black ink, appearing to read 'J. Metcalf, III', is written over the typed name and title. The signature is composed of several large, overlapping loops and a long horizontal stroke extending to the right.

J. METCALF, III
Rear Admiral, U.S. Navy
By direction

UNITED STATES GOVERNMENT

Memorandum

TO : Dr. Doering

DATE: 5 January 1979

FROM : M. K. Malehorn

SUBJECT: 1978 DOD Survey of Officers and Enlisted Personnel

1. ADM Metcalf has written personal memorandums to about fifty of the Commanding Officers who are receiving a large number of the questionnaires. Attached is a copy of one of them for your information.



M. K. MALEHORN



5010-109

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON, D.C. 20350

IN REPLY REFER TO
Ser 102/268052
5 JAN 1979

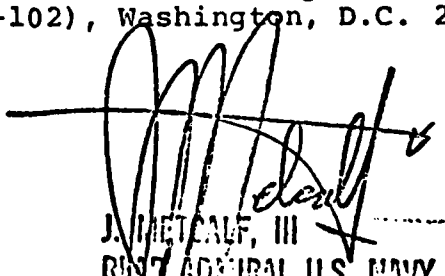
MEMORANDUM FOR THE DIRECTOR, ORGANIZATION AND PERSONNEL
DIVISION (OP-09B2)

Subj: 1978 DOD Survey of Officers and Enlisted Personnel

1. You will be receiving in the near future the 1978 DOD Survey of Officers and Enlisted Personnel. These surveys are conducted approximately every two years (in the current case, the 1978 survey will occur in early 1979) to develop information related to a variety of the personnel policies in all the services. The results of the 1976 survey, for example, provided some of the inputs to the President's Commission on Military Compensation. The 1978 survey will provide information about quality and economics of life in the service. The results will be used in policy reviews about housing, rotation, advancement, and other matters.

2. The DOD survey will be administered to 90,000 officers and enlisted personnel in the services, of whom 26,500 will be Navy. The Navy individuals were selected on a random basis by name, so as to obtain an adequate sample in dimensions such as race, sex, rating, pay grade, length of service, location, marital status, number and type of dependents, and other characteristics. In your command, because of its size, the number of participants will be significant. Two pilot tests have succeeded in reducing the number of items in the survey form, but completion will still require about forty minutes. The administrative burden this will impose upon you and your staff is recognized, as is the interference it imposes upon other commitments. Your judgment should prevail as to whether to establish a consolidated time and place for administration, or leave the matter to the individuals to whom the forms will be addressed. However, participation by the command is strongly encouraged, since it will ensure sufficient data to represent all the dimensions of Navy input which are desired.

3. In addition, since these surveys are expected to continue, we invite your comments about the survey forms and process, reactions of surveyed personnel, or other matters related to the survey. Comments may be forwarded directly to the Chief of Naval Operations (Attn: OP-102), Washington, D.C. 20350.


J. METCALF, III
Rear Admiral U.S. Navy
DIRECTOR, TOTAL FORCE MANAGEMENT
CONTROL AND ANALYSIS DIVISION

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON, D.C. 20330



REPLY TO
ATTN OF: MP

SUBJECT: 1978 Department of Defense Survey of Officer and Enlisted Personnel

TO:

1. Enclosed is your copy of the 1978 DOD Survey of Officer and Enlisted Personnel currently being conducted in each of the four Services. Several months ago, you probably received a letter from Mr. Robin Pirie, Office of the Assistant Secretary of Defense; Manpower, Reserve Affairs and Logistics, informing you of your selection to participate in this effort. Before you complete the questionnaire, I would like to emphasize its importance.

2. The purpose of the survey is to collect facts and opinions from military personnel in order to assist the Department of Defense in a continuing review of military personnel policies. Information is being collected from about 90,000 men and women in the Armed Forces, selected using scientific sampling techniques to represent a cross section of officer and enlisted ranks. Your name has been selected as part of the sample.

3. The facts and opinions which you provide will be combined with information from other military personnel and used to evaluate and improve both existing and proposed military personnel policies. The Rand Corporation, under contract to the Department of Defense, prepared this survey and has primary responsibility for analysis and general distribution. If you would like to receive a copy of the summary, please mail the enclosed postcard directly, as your name will not be associated with the questionnaire. Additional instructions for the survey are on the cover of the questionnaire.

4. The success of this survey depends on obtaining the full cooperation of those who have been selected to participate. The survey provides you with the opportunity to express many of your ideas and opinions as well as provide important information about your military experiences.

5. Thank you for your assistance.

A handwritten signature in dark ink, appearing to read "B. L. Davis", is written over the typed name.

B. L. DAVIS
Lieutenant General, USAF
Deputy Chief of Staff, Manpower
and Personnel

1 Atch
DOD Survey



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
WASHINGTON, D.C. 20380

MC

IN REPLY REFER TO

MPI-22:clt
5040
29 NOV 1978

Dear Marine,

Enclosed is your copy of the 1978 DoD Survey of Officers and Enlisted Personnel currently being conducted in each of the four Services. Several months ago, you received a letter from Mr. Robin Pirie, Office of the Assistant Secretary of Defense, informing you of your selection to participate in this effort. Before you complete the questionnaire, I would like to emphasize its importance.

The purpose of this survey is to collect facts and opinions from military personnel of all services in order to assist the Department of Defense in the review of military personnel policies. Information is being collected from about 90,000 men and women in the Armed Forces. Your name has been randomly selected as part of this sample.

The facts and opinions which you provide will be combined with information from other participants and used to evaluate existing and proposed military personnel policies. The Rand Corporation, under contract to the Department of Defense, has prepared this survey, will conduct the analysis of its results, and will publish the findings for general distribution. If you would like to receive a copy of the summary, please mail the enclosed postcard, as your name will not be associated with the questionnaire that you complete. Additional instructions for the survey are on the cover of the questionnaire.

The success of this survey depends on obtaining the full cooperation of those who have been selected to participate. The survey provides you with the opportunity to express many of your ideas and opinions as well as provide important information about your military experience.

Thank you for your assistance.

Sincerely,

A handwritten signature in dark ink, reading "K. McLennan", is positioned above the typed name.

K. MCLENNAN

Lieutenant General, U. S. Marine Corps
Deputy Chief of Staff for Manpower

**PLEASE SEND A SUMMARY REPORT OF THE DOD SURVEY OF OFFICERS AND
ENLISTED PERSONNEL TO THE FOLLOWING:**

(PLEASE PRINT INFORMATION AND INDICATE YOUR SERVICE BRANCH)

NAME: _____

ADDRESS: _____

CITY

STATE

ZIP CODE

SERVICE: () AIR FORCE
() MARINE CORPS
() ARMY
() NAVY

**DMD
300 N. WASHINGTON ST.
ALEXANDRIA, VA 22314**

POSTAGE AND FEES PAID
DEPARTMENT OF DEFENSE
DOD-302



**DEFENSE MANPOWER DATA CENTER
300 N. WASHINGTON STREET
ALEXANDRIA, VIRGINIA 22314**

**SURVEY REPORT-ATTENTION
THE RAND CORPORATION**

